TOWN OF WAYLAND

WARRANT

With Report of the Finance Committee

2007 ANNUAL TOWN MEETING

Sunday, April 29, 2007 1:00 P.M.

Wayland High School Field House

ANNUAL TOWN ELECTION

Tuesday, April 24, 2007

Precincts 1 and 4	**Town Building Gymnasium**
Precincts 2 and 3	**Wayland Middle School Gymnasium**

VOTING HOURS: 7:00 A.M. to 8:00 P.M.

www.wayland.ma.us

NOTICE

The Town of Wayland does not discriminate on the basis of disability in admission to, access to, or operations of its programs, services, or activities. Wayland does not discriminate on the basis of disability in its hiring or employment practices.

This notice is provided as required by Title II of the Americans with Disabilities Act of 1990 (ADA).

Questions, concerns, complaints, or requests for additional information regarding the ADA may be forwarded to Wayland's designated ADA Compliance Coordinator.

Name:	John Senchyshyn
Title:	Assistant Town Administrator/HR Director
Office Address:	41 Cochituate Road, Wayland MA 01778
Phone Number:	(508) 358-3623
Fax Number:	(508) 358-3627
TDD:	(508) 358-0194 or 911
Days/Hours Available:	Monday, 8:30 a.m. to 7:00 p.m. Tuesday to Thursday, 8:30 a.m. to 4:00 p.m. Friday, 8:30 a.m. to 12:30 p.m.

Individuals who need auxiliary aids for effective communication in programs and services of Wayland are invited to make their needs and preferences known to the ADA Compliance Coordinator. A minimum of fourteen days' notice is required.

Note: A limited number of assistive listening devices are available for Town residents with hearing impairment. Please present your ID to the Assistant Town Clerk at the check-in table to obtain a device.

This notice is available in large print and on audio tape from the ADA Compliance Coordinator.

TOWN OF WAYLAND

2007 ANNUAL TOWN MEETING WARRANT

With Report of the Finance Committee

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ADJOURNED MEETINGS

It is anticipated that if adjourned meetings are necessary to complete action on these warrants, they will be held on the following dates at 7:30 p.m., subject to Town Meeting approval:

April 30 - Monday
May 2 - Wednesday

and thereafter, as may be necessary, on Mondays and Wednesdays as Town Meeting directs.

If you have any questions about the Articles, please attend **the Warrant Hearing on Wednesday, April 25, 2007, at 7:30 P.M.** at the Town Building. You may also call the Town Administrator's office at (508) 358-3621 before Town Meeting.

NOTICE REGARDING MOTIONS

This warrant for Wayland Town Meeting is issued by the Board of Selectmen and is served upon all residents by mail and by posting at the Town Building, the Wayland Public Library, the Cochituate Fire Station or the Cochituate Post Office, and at Happy Hollow School. It contains the agenda of subjects to be acted upon; i.e., the articles.

By state law, no action at the Town meeting is valid unless the subject matter is contained in the warrant. This requirement means only that the subjects to be acted upon must be sufficiently stated in the warrant to apprise voters of the nature of the matters with which the meeting is authorized to deal. It does not require that the warrant contain an accurate forecast of the precise action that the meeting will take upon those subjects. A valid motion at Town meeting may differ from the underlying article, but it must be within the scope of that article.

If you are in doubt about the action Town meeting might take under an article, you should plan to attend the Town meeting

TOWN MEETING PROCEDURES

Town Meeting functions best when all voters are familiar with its rules of procedure. A summary of those rules appears in the document, "The Moderator's Rules and Regulations Governing Wayland's Town Meetings" prepared by the Moderator and included as part of this warrant booklet (Appendix A). Copies of the pamphlet, "The Moderator's Handbook for Wayland Town Meetings," are available at the Selectmen's Office in the Wayland Town Building, the Wayland Public Library, or by calling (508) 358-3621.

QUANTUM OF VOTE

The quantum of vote is specified in the warrant for each article.

For those articles involving appropriations which are anticipated to be provided by taxation or from available funds or transferred funds previously appropriated for another purpose, a majority quantum of vote is indicated. For articles which are anticipated to be funded by borrowing, a two-thirds quantum of vote is indicated.

Certain articles request the action of Town Meeting under its general legislative powers (i.e., to hear and accept reports, to appoint a committee, to adopt a resolution or "sense of the meeting" vote, etc.), and in such cases no particular statute is referenced. Town Counsel has advised that, as a matter of common law precedent in Massachusetts, such matters are decided by a majority vote.

RULES OF CONDUCT FOR POLLING PLACES

The Moderator has determined that the Field House at Wayland High School and all other venues that may be used to conduct Wayland's town meetings are polling places within the meaning of Massachusetts General Laws Chapter 54, Section 65, because, among other things, the voters in town meeting assembled elect a number of town officers there each year.

Accordingly, no person shall be allowed to collect signatures upon petitions, referendum petitions or nomination papers nor may any person post, exhibit, circulate or distribute any poster, card, placard, handbill, broadside, picture, graphic, circular or other document intended to inform and/or influence the action of any voter within one hundred fifty feet of any such polling place including the interior of such polling place.

For further information, please see the "The Moderator's Rules and Regulations Governing Wayland's Town Meetings" on page 62 of this warrant.

NO SMOKING NOTICE

Voters are reminded that there is no smoking permitted on school grounds.

REPORT OF THE FINANCE COMMITTEE

To the Residents of Wayland:

The Finance Committee is pleased to present the Report of the Finance Committee and the FY2008 operating and capital budget recommendations. Wayland, like other peer communities in Massachusetts, continues to confront financial challenges caused primarily by rising healthcare premiums for current and retired employees, state mandated pension contributions, state mandated special education costs, continued fluctuations in state aid, and rising utility expenses.

The Finance Committee is able to submit a FY2008 budget without the need for an override because of the continued fiscal constraint within the town and school budgets. Implementing the Ad Hoc Committee's suggestions, another year of flat departmental budgets, and last year's unexpected increase in state aid all accumulate to allow us to balance the budget without an operating override. To finance the capital portion of the budget, we are requesting a Proposition 2 ½ debt exclusion vote for $1.855 million in town and school projects. This report will highlight the operating and capital budgets and further detail the challenges of balancing the operating budget under our ongoing budgetary constraints.

This report will also describe the Finance Committee's role as defined in the Code of the Town of Wayland as well as our mission statement and financial strategy. Additionally, it details the budget process, reviews revenues and expenses for the upcoming fiscal year (FY2008) and presents a 5-year capital plan. FY2008 non-operating budget expenses, capital requests and changes to free cash reserves are also depicted. The report concludes with a discussion of budgetary concerns for FY2009 and FY2010.

THE COMMITTEE

The Wayland Finance Committee is comprised of seven residents who are appointed by the Board of Selectmen. The members' three year terms are staggered which has allowed for a mix of new and more experienced members. Meetings are normally convened on Monday evenings. Prior notice is posted on the Town Building bulletin board and web site. Our meetings are open to the public and include a public comment period. Residents wishing to offer public comment or to observe are welcome.

ROLE

The Code of the Town of Wayland charges the Finance Committee with two primary responsibilities. The Committee is required to prepare and present the Omnibus Budget (the Town's operating and capital budget), which appears as an article in the Annual Town Meeting Warrant. The Committee is also responsible for review and comment on articles submitted for inclusion in the Warrant.

MISSION STATEMENT

The mission of the Wayland Finance Committee is to define a financial strategy for the Town and to use this strategy as the basis for recommending to the Town a fiscally responsible operating and capital-spending plan. The Finance Committee seeks to balance the demand for services against the ability of residents with a broad range of financial situations to afford these services.

FINANCIAL STRATEGY

The Finance Committee's strategy is to recommend the following: 1) maintenance of quality Town services supplied by an efficient workforce, 2) continued infrastructure investment via a capital spending plan, and 3) preservation of Free Cash.

BUDGET PROCESS

Work on the proposed budget for FY2008 began in September 2006. After reviewing various budget scenarios based on probable revenue and expense changes and the economic challenges facing the town in the upcoming fiscal year, the Finance Committee issued FY2008 Budget Guidelines on October 18, 2006. Departments were instructed to compile a budget that assumed:

- salary accounts adjusted for previously settled contract step and lane changes,
- all non salary accounts remain the same as FY2007 except for utility accounts, and
- utility expense accounts increased to cover projected shortfalls and estimated costs in FY2008.

As all collective bargaining agreements expire on June 30, 2007, FY2008 wages will be negotiated with the respective employee unions. Steps and lanes are being budgeted at levels designated in the prior contracts for budget purposes only.

A budget guideline forum was held October 30, 2006. At this forum, the Finance Committee reviewed town finances and answered questions. Town and School budgets were due November 30, 2006.

In January, the committee met with boards, departments, and commissions to discuss specific budget requests. All participants were reminded that the capital budget was limited and that capital items may need to be included in a debt exclusion request.

In early February, the Finance Committee deliberated and voted a draft budget. This draft budget was presented at a public forum on February 12, 2007.

Subsequently, the Finance Committee unanimously approved the operating budget (7 in favor and 0 opposed) that appears in this warrant. The capital budget was also approved unanimously (6-0). The Finance Committee reviewed the debt exclusion request with the Board of Selectmen on March 5, 2007. On March 12, 2007 the Board of Selectmen voted 5-0 to put the debt exclusion override on the ballot for the April 24, 2007 town election. The Finance Committee and the Selectmen held a public debt exclusion forum on March 26, 2007.

SUMMARY OF THE FY2008 OPERATING BUDGET

Total revenue in FY2008 is estimated to be $56.1 million. Expenses total $56.6 million. The result is a budget gap of $0.5 million. This gap is being funded by $500,000 in other reserves (sale of real estate reserve and ambulance receipts).

To understand the gap, it is important to analyze the changes in revenues and expenses between FY2007 and FY2008:

1. Revenue between FY2007 and FY2008 as shown in Table 1 is increasing by $2,382,967. Sources of revenue and changes from FY2007 are as follows:

- Under Proposition 2½ the tax increase is limited to 2½% of the overall tax levy. For FY2008, this represents approximately $1,105,465.
- State revenue is expected to increase by $75,000. As recently as 2002 and 2003, State revenue to the town was almost $100,000 per year higher than the amount the town will receive in FY2008. In the last five years, the town has had to absorb a cumulative state aid reduction of well over $3 million in state funding.
- Local receipts, primarily excise taxes and fees charged for use of certain town services are expected to increase by $1,128,127.
- New growth, the tax on new and upgraded properties, is estimated to generate $600,000 of new revenue, down from over $740,000 of new revenue in FY2007. This lower revenue number anticipates a reduction in new home construction and renovation activity.
- Taxes from debt exclusions will decrease by $78,529 in FY2008.
- Use of free cash. In FY2007 the Town used $441,000 in free cash to pay an abatement on the former Raytheon property. No free cash is being used to balance the FY2008 budget; this represents a net change of ($441,000).

Table 1: Revenue Sources

Description	Projected FY2007	Budgeted FY2008	Difference	% change
State Revenues	$4,480,843	$4,555,843	$75,000	1.67%
Local Receipts	2,814,000	3,942,127	1,128,127	40.09%
Free Cash	441,000	0	-441,000	-100.00%
Real Estate Taxes:				
Tax Levy	42,436,248	44,183,487	1,747,239	4.12%
Allowance for 2.5%	1,009,132	1,105,465	96,333	9.55%
Debt Exclusion	1,848,790	1,770,261	-78,529	-4.25%
New Tax Levy Growth	744,203	600,000	-144,203	-19.38%
Total Real Estate taxes	46,038,373	47,659,213	1,620,840	3.52%
Total revenues before misc receipts	**$ 53,774,216**	**$ 56,157,183**	**$ 2,382,967**	**4.43%**

2. Operating expenses (Table 2) and non-operating expenses between FY2007 and FY2008 are increasing by $2 million. Significant items include:
   - Previously negotiated wage and step increases of $626,000. The town is currently negotiating new labor contracts with its various unions. For purposes of the FY2008 budget, the Finance Committee used current contracts to estimate step increases, which are built-in annual pay increases based on previously agreed to salary and wage classification schedules.
   - Health care costs are expected to increase by $705,000. This increase is required to fund higher insurance rates (for active and retired employees) and the impact of employees who opted to enroll in the Wayland plan in FY2007.
   - Pension costs are increasing by $174,000. Pension expense represents the cost to provide pensions to Town employees; it does not include teachers whose pension is covered by the

state. The higher charge is Wayland's FY2008 assessment from the Middlesex County Retirement System, the Town's pension administrator. The increase is required due to lower investment returns realized in the past few years requiring a higher annual contribution to fund the town's pension liability and insufficient employee contributions in the 1970's and 1980's.

- Utility costs are estimated to increase by $200,000 required for the higher gasoline, diesel, heat, and electric rates.
- Free cash savings will total $200,000.
- State and county charges are expected to increase by $40,000.

FY2008 OMNIBUS BUDGET

The Omnibus Budget lists various Town operating expenses, unclassified expenditures such as employee health insurance, and debt and interest. The budget also includes requests for capital expenditures.

OPERATING EXPENSES

The FY2008 Omnibus Budget article proposes operating expenses of $53,144,961. This represents an increase of $2,395,484 or 4.7% from FY2007.

Table 2 Departmental Increases:

	BUDGET FY2007	BUDGET FY2008	INC/(DEC)	%
GENERAL GOVERNMENT	$ 2,800,492	$ 3,082,034	$ 281,542	10.1%
PUBLIC SAFETY	5,076,408	5,123,596	47,188	0.9%
SCHOOLS	28,407,893	28,722,212	314,319	1.1%
REGIONAL VOCATIONAL SCHOOL	166,896	397,000	230,104	137.9%
HIGHWAY	1,355,997	1,427,662	71,665	5.3%
LANDFILL	495,203	501,492	6,289	1.3%
HEALTH	612,864	631,891	19,027	3.1%
LIBRARY	942,695	956,468	13,773	1.5%
PARK & RECREATION	740,716	768,750	28,034	3.8%
DEBT & INTEREST	3,668,313	3,831,856	163,543	4.5%
UNCLASSIFIED	6,482,000	7,702,000	1,220,000	18.8%
Total	$ 50,749,477	$ 53,144,961	$ 2,395,484	4.7%

Notes:

1. *General government reflects a new shared facilities management position as well as step/lane increases for town staff and utility increases.*
2. *Regional vocational school is Wayland's assessment for Minuteman Regional Vocational School. Enrollment of Wayland students doubled from FY2007.*
3. *Unclassified incorporates increases in fringe benefit costs as well as miscellaneous reserve amounts.*

NON-OPERATING BUDGET EXPENSES

The Town is responsible for funding State and County assessments ($282,958), real estate abatements ($525,000) and Town employee retirement pensions ($2,490,000). The budget contemplates increasing free cash reserves by $200,000 (see free cash discussion). Miscellaneous non-operating budget charges are expected to equal $225,000. The Finance Committee estimates that these non-budget charges will total $3,522,958.

The Omnibus Budget expenses plus the nonbudget expenses total $56,667,919.

CAPITAL REQUESTS

Capital requests for FY2008 total $2,700,000 for 19 items. If approved at Town Meeting, we will need to borrow to fund these purchases. The Finance Committee's capital recommendations were based on properly maintaining the current infrastructure and replacing vehicles and equipment that have outlived useful life.

Capital expenditure requests are detailed on the final page of the Omnibus Budget, article #5 in this warrant, under the title "Capital Budget". The requests fall into three main categories: building repairs (#s 5, 10, 11, 13, 15, 17, 18 and 19), vehicle or equipment replacement (#s 4, 6, 7, 8, 9, 12, and 14) and technology (#s 1, 2, 3, and 16).

Item #13, the Park and Recreation item for beach improvements including a new bathhouse will be paid for from fee support and will not be funded through taxation. The Town will still borrow the money, but Park and Recreation will pay the debt service.

The Finance Committee has requested that eight of these items be voted at the ballot as debt exclusions: 5) public safety building repairs, 7) sidewalk machine with attachments, 10) town building repairs (kitchen), 11) building repairs at the Library, 15) building repairs at the pool, 17) high school building repairs, 18) window replacement at Happy Hollow, and 19) miscellaneous repairs to school buildings. A debt exclusion increases the amount of property tax revenue a community may raise for a limited or temporary period of time in order to fund specific projects. Although other debt exclusion borrowings are maturing, there will be a slight real estate tax increase attributed to these new borrowings of 0.54% or approximately $48 on the average tax bill starting in FY2009. Borrowings for the remaining capital requests will be funded through the normal operating budget. The capital budget will require borrowing a total of $2.7 million.

Included in this year's warrant are two articles for capital requests: the funds for the High School Building Committee and a feasibility study to address flooding along Pelham Island Road. The Finance Committee's discussion and recommendation of each of these items are included with the article. The Finance Committee unanimously recommends (6-0) approval of the FY2008 capital budget.

FREE CASH

Table 4 depicts Free Cash allocated to close prior year budget deficits. Note that there is no Free Cash being applied to balance the shortfall in the FY2008 budget. The budget contemplates adding $200,000 to reserves.

Table 4: Free Cash Allocated To Annual Revenue

Fiscal Year	Free cash
FY2002	$1,750,000
FY2003	$1,550,000
FY2004	$2,400,000
FY2005	$1,869,000
FY2006	$ 300,000
FY2007	$ 0
FY2008	$ 0

The town's free cash balance was certified at $2.3 million at the start of FY2007. This gives us a reserve equaling approximately 4.2% of our operating expenses. The Finance Committee is committed to increasing the Town's Free Cash Reserves over the next years. Moody's Investor Services latest review (January 2007) requested reserves of 5-10% or greater and strongly suggests a regular program of contributions. A Free Cash Reserve equaling at least 5% of operating expenses will allow for greater financial flexibility and should allow the Town to maintain a high credit rating.

5-YEAR CAPITAL PLAN

Capital planning is part of the overall financial plan for the Town of Wayland that the Finance Committee prepares each year as specified by the Code of the Town of Wayland. Capital needs fall into four categories: equipment, buildings, land and roads. The accompanying five year capital plan in this warrant is the starting point for capital expenditures to be considered in future years. Capital requests are summarized by department, board or commission. Capital items for FY2009 and later years have not been formally presented by departments nor approved by the Finance Committee. Significant projects listed on the 5-year plan include funds to build a new Highway/Park and Recreation garage facility, to build a new Public Library, for field development by Park and Recreation, and funds to address building code needs at the High School. Costs for a renovated or new High School are not listed; the School Committee is actively investigating this project, but it is too early to estimate the cost of such a project.

The Finance Committee and the Board of Selectman are committed to formalizing the capital planning process to bring the Town improved capital financial and project planning.

LONG RANGE PLAN

Wayland, like other towns across the State, has grappled with significant state aid reductions, healthcare and pension expense increases and steadily rising heat, transportation and other utility costs. The Finance Committee has spent considerable time and effort researching and implementing actions needed to help balance budgets. Those actions include:

- Addressing continuing escalating health care costs in collective bargaining negotiations,
- Adopting Medicare coverage for eligible retirees (passed at ATM FY2007),
- Controlling salary increases for new labor contracts (FY2008),
- Investigate efficiencies in town operations - possibilities include DPW, land use department, and consolidating support functions across town and school departments, (beginning in FY2008),

- Re-think school structure relative to declining enrollment (ongoing), and
- Expand the commercial tax base (ongoing).

The Finance Committee is committed to supporting these actions, and we encourage Committees, Departments and residents to support these ongoing efforts.

While these elements may bring relief to our increasing expenses, they will not change the overall structure or foundation of our budget. As a result, unless some unforeseen positive financial event occurs, we will continue to require regular operational overrides just to maintain the existing level of services. Our earliest projections show that we cannot balance the FY2009 budget without either an override or significant service cuts.

The Finance Committee's long-range plan identified expanding the commercial base through the development of a town center as a key component to avoiding annual overrides. This would have added significantly to our tax base on a permanent basis. Although the requisite zoning change passed at ATM FY2007, the project has been halted and we can no longer rely on that increased revenue stream. As a result, the Finance Committee will need to readdress all elements of our long-range plan to incorporate this financial information.

FINANCIAL TRENDS

As we have reported in the past few years, Town finances have been seriously challenged by reductions in state funding, constant or declining new growth and increases in health care and retirement costs. The use of free cash, built up during the period of strong economic growth in the late 1990's, helped us to manage through the past few years. Free cash is no longer available to fund shortfalls and this is only the second year we have not used those funds to cover a budget shortfall. Without increases in state aid funding, local fees or new growth, the additional taxes allowed under Proposition 2 ½ have not be sufficient to fund increases in healthcare or pension, let alone other operating budget expenses. This is a pattern we expect to persist and that will require regular operational overrides to maintain service levels. The Town continues to actively investigate ways of controlling the increase in health care costs. In addition, an article in this town meeting proposes an alternate fund manager for the Town's pension.

The tax rate for FY2008 is expected to rise to $14.12 from $13.82, an increase of 2.2%. The increase in the tax rate from the proposed debt exclusion will not impact the FY2008 tax rate due to the timing of the bond issuance.

Wayland's property values continue to hold steady with the average assessed value decreasing by 1% to $686,432 after the last interim revaluation in 2006. A strong school system, semi-rural character and the proximity to Boston and the beltways are all given as factors that make Wayland highly desirable despite a slowing real estate market.

Once again, Wayland is one of the few towns in the Commonwealth of Massachusetts that earned an Aaa bond rating in 2007 from Moody's Investors Service. This rating, Moody's highest, reflects the Town's strong financial operating results, management, policies and underlying demographic and economic factors. Moody's cautioned that it expects additions to free cash reserves over the next several years as a condition of maintaining the Aaa bond rating. The report stated that "any further reduction in reserves or inability to augment financial flexibility to healthy levels…will result in downward rating action." A downward rating would result in a less advantageous interest rate for future borrowings.

Finally, in recognition of the tax burden on our elderly population, Wayland has supported a number of initiatives that reduce the financial strain for those on fixed income. Wayland is one of only a few towns in the Commonwealth that is matching state credits for qualifying seniors. In 2007, a qualifying Wayland senior received over $3000 in real estate tax exemptions, half from the state and half from Town. Qualified seniors are exempt from the 1.5% CPA tax levy. Additionally, the Town offers a senior tax work-off program, which reduces a senior's real estate bill by an additional $500 in exchange for 100 hours of service to the Town. Wayland's share of these senior support programs totaled over $230,000 in FY2006.

The Finance Committee is very sensitive to the financial pressure experienced by our elderly population and has unanimously supported articles and initiatives that have substantially reduced the amount of real estate tax collected from those senior citizens reliant on small fixed incomes.

CONCLUSIONS

The Finance Committee voted 7-0 to recommend the FY2008 operating budget and 6-0 to recommend the capital budget. Wayland's revenues, expenses and real estate taxes compare favorably to peer towns with the exception of our small commercial tax base. The budget presented in the warrant includes service and employee levels similar to last year. The Finance Committee believes it is in the best interest of the citizens to support the FY2008 budget and the debt exclusion to maintain core services and infrastructure.

The Finance Committee extends thanks and appreciation to the Town's employees, municipal department heads, and the various committees for their support during this year's budget preparation.

Once again, Wayland faces a challenging financial year in FY2008 and going forward given the constraints within our budget. The Finance Committee will continue to use all diligence in preparing future budgets that will balance the demand for services against the ability of residents with a broad range of financial situations to afford these services.

Respectfully submitted,

Cherry Karlson, Chair

Bob Lentz, Vice Chair
Steve Correia
Karl Geiger
Sam Peper
Chris Riley
Richard Stack

TOWN OF WAYLAND 5 YEAR CAPITAL PLANNING REPORT

	2008	2009	2010	2011	2012	Total
SELECTMEN						
Building Repairs						0
Subtotal	0	0	0	0	0	0
INFORMATION TECHNOLOGY						
Equipment	20,000	20,000	20,000	20,000	20,000	100,000
Permit Software	25,000					25,000
Subtotal	45,000	20,000	20,000	20,000	20,000	125,000
TOWN CLERK						
Equipment						0
Subtotal	0	0	0	0	0	0
CONSERVATION						
Mower		25,000				25,000
Subtotal	0	25,000	0	0	0	25,000
TOWN SURVEYOR						
Vehicle			25,000			25,000
Subtotal	0	0	25,000	0	0	25,000
POLICE						
Equipment	20,000	10,000	30,000	45,000	10,000	115,000
Subtotal	20,000	10,000	30,000	45,000	10,000	115,000
JCC						
Building Repairs	100,000					100,000
Equipment	20,000	30,000	40,000	10,000		100,000
Subtotal	120,000	30,000	40,000	10,000	0	200,000
EMERGENCY MANAGEMENT						
Generator						0
Subtotal	0	0	0	0	0	0
FIRE						
Ambulance Replacement			210,000			210,000
Protective Clothing		45,000				45,000
Engine 4 replacement						0
Jaws of Life				40,000		40,000
Car 1 replacement					50,000	50,000
Car 2 replacement	50,000					50,000
Subtotal	50,000	45,000	210,000	40,000	50,000	395,000
STATION 2						
Building Repairs		50,000				50,000
Subtotal	0	50,000	0	0	0	50,000

	2008	2009	2010	2011	2012	Total
BUILDING & ZONING						
Vehicle		30,000				30,000
Subtotal	0	30,000	0	0	0	30,000
HIGHWAY						
dump truck w/plow	100,000	120,000			150,000	370,000
Sidewalk machine with attachments	140,000		140,000			280,000
New Highway/Park Garage		11,500,000				11,500,000
Subtotal	240,000	11,620,000	140,000	0	150,000	12,150,000
LANDFILL						
Containers	15,000	15,000	15,000			45,000
Skid Loader		25,000				25,000
Large Roll-Off Truck			150,000			150,000
Replace/Recondition Compactor				70,000		70,000
Small Roll-Off Truck		50,000				50,000
Subtotal	15,000	90,000	165,000	70,000	0	340,000
BOARD OF HEALTH						
						0
Subtotal	0	0	0	0	0	0
COUNCIL ON AGING						
Kitchen Repairs	15,000					15,000
Subtotal	15,000	0	0	0	0	15,000
LIBRARY						
Building Repairs	190,000					190,000
Equipment		20,000				20,000
New Library Facility			13,000,000			13,000,000
Subtotal	190,000	20,000	13,000,000	0	0	13,210,000
PARK & RECREATION						
Trucks	120,000		30,000	65,000		215,000
New Bathhouse Building	550,000					550,000
Field Development					1,300,000	1,300,000
Pool Building Repairs	25,000					25,000
Equipment/Misc	25,000	180,000	135,000	60,000	25,000	425,000
Subtotal	720,000	180,000	165,000	125,000	1,325,000	2,515,000
SCHOOL *						
Happy Hollow Windows	735,000					735,000
Planning/Design for High School	300,000					300,000
Misc Building Repairs	100,000	530,000	260,000	1,155,000	1,160,000	3,205,000
High School Repairs	250,000	530,000	300,000	300,000	275,000	1,655,000
Technology	200,000	300,000	300,000	300,000	300,000	1,400,000
Vehicles		60,000	60,000	60,000	45,000	225,000
Equipment & Furniture		30,000	50,000	30,000	30,000	140,000
Subtotal	1,585,000	1,450,000	970,000	1,845,000	1,810,000	7,660,000

** Does not include High School Project – Still Being Researched*

	2008	2009	2010	2011	2012	Total
WATER						
Treatment plant			4,000,000			4,000,000
Pinebrook-Boston Post to Old Conn				700,000		700,000
Equipment	35,000	35,000	35,000	35,000	35,000	175,000
Vehicle	45,000	125,000			45,000	215,000
Water Tank Repairs	75,000			50,000	50,000	175,000
Filtration Pilot Study		75,000				75,000
Subtotal	155,000	235,000	4,035,000	785,000	130,000	5,340,000

SUMMARY BY DEPARTMENT	2008	2009	2010	2011	2012	Total
SELECTMEN	0	0	0	0	0	0
INFORMATION TECHNOLOGY	45,000	20,000	20,000	20,000	20,000	125,000
ASSESSOR	0	0	0	0	0	0
TOWN CLERK	0	0	0	0	0	0
CONVERVATION	0	25,000	0	0	0	25,000
TOWN SURVEYOR	0	0	25,000	0	0	25,000
POLICE	20,000	10,000	30,000	45,000	10,000	115,000
JCC	120,000	30,000	40,000	10,000	0	200,000
EMERGENCY MANAGEMENT	0	0	0	0	0	0
FIRE	50,000	45,000	210,000	40,000	50,000	395,000
STATION 2	0	50,000	0	0	0	50,000
BUILDING & ZONING	0	30,000	0	0	0	30,000
HIGHWAY	240,000	11,620,000	140,000	0	150,000	12,150,000
LANDFILL	15,000	90,000	165,000	70,000	0	340,000
BOH	0	0	0	0	0	0
COA	15,000	0	0	0	0	15,000
LIBRARY	190,000	20,000	13,000,000	0	0	13,210,000
PARK & RECREATION	720,000	180,000	165,000	125,000	1,325,000	2,515,000
sub-total	1,415,000	12,120,000	13,795,000	310,000	1,555,000	29,195,000
SCHOOL	1,585,000	1,450,000	970,000	1,845,000	1,810,000	7,660,000
TOTAL G/F DEPARTMENTS	3,000,000	13,570,000	14,765,000	2,155,000	3,365,000	36,855,000
NON-DEPARTMENTAL						
WATER	155,000	235,000	4,035,000	785,000	130,000	5,340,000

TABLE NO. 1 - WAYLAND INCOME AND EXPENSE STATEMENT	FISCAL 2004	FISCAL 2005	FISCAL 2006	FISCAL 2007	FISCAL 2008
BUDGET	45,178,662	46,515,770	48,936,453	50,749,477	53,144,961
ARTICLES AND WATER BUDGET	4,859,389	4,487,419	4,756,101	13,663,559	7,381,239
TOTAL TOWN EXPENSE	50,038,051	51,003,189	53,692,554	64,413,036	60,526,200
OVERLAY	300,000	294,911	387,629	493,014	525,000
NET REC FROM STATE	(1,917,809)	(1,806,265)	(1,585,690)	(1,712,692)	(1,757,885)
LOCAL RECEIPTS	(3,977,500)	(4,445,926)	(4,020,000)	(2,814,000)	(3,942,127)
OTHER SOURCES: FREE CASH, BORROWINGS, ETC.	(7,387,392)	(7,000,885)	(6,339,274)	(14,298,299)	(7,691,975)
TO BE RAISED BY TAXATION	37,055,350	38,045,024	42,135,219	46,081,059	47,659,213

AVERAGE TAX BILL WILL INCREASE BY APPROXIMATELY 2.2% IN FY 08

TABLE NO. 2 - HISTORICAL BUDGET SUMMARY					
FISCAL YEAR	SCHOOL	TOWN	TOTAL	INCREASE	%
FY 2008	28,722,212	24,422,749	53,144,961	2,395,484	4.7%
FY 2007	28,407,893	22,341,584	50,749,477	1,813,024	3.7%
FY 2006	27,379,743	21,556,710	48,936,453	2,420,683	5.2%
FY 2005	26,067,251	20,448,519	46,515,770	1,337,108	2.9%
FY 2004	25,650,251	19,528,411	45,178,662	2,050,038	4.8%
FY 2003	24,599,201	18,521,423	43,120,624	2,739,700	6.8%
FY 2002	22,937,619	17,443,305	40,380,924	2,791,636	7.4%
FY 2001	20,898,995	16,690,293	37,589,288	3,408,838	10.0%
FY 2000	19,131,126	15,049,324	34,180,450	1,574,292	4.8%
FY 1999	18,437,289	14,168,869	32,606,158	1,382,968	4.7%

TABLE NO. 3					
TOWN REVENUES	FY 04	FY 05	FY 06	FY 07	FY 08
TAX LEVY	37,055,350	38,045,024	42,135,219	46,081,059	47,659,213
STATE AID	4,169,684	4,252,121	4,572,626	4,480,843	4,555,843
LOCAL RECEIPTS	3,954,500	4,445,926	4,020,000	2,814,000	3,942,127
AVAILABLE FUNDS	2,918,000	2,538,466	1,367,980	1,312,176	510,736
TOTAL	48,097,534	49,281,537	52,095,825	54,688,078	56,667,919

TABLE NO. 4 PERCENT OF BUDGET BY DEPARTMENT

DEPARTMENT	FY 04	FY 05	FY 06	FY 07	FY 08
GENERAL GOVERNMENT	5.6%	5.4%	5.3%	5.5%	5.8%
PUBLIC SAFETY	10.2%	9.9%	9.5%	10.0%	9.6%
SCHOOLS	56.4%	55.7%	55.9%	55.9%	54.1%
REG VOC SCHOOL	0.4%	0.3%	0.4%	0.4%	0.7%
HIGHWAY	2.6%	2.8%	2.4%	2.7%	2.7%
LANDFILL	1.0%	1.0%	1.0%	1.0%	0.9%
HEALTH	1.4%	1.2%	1.2%	1.2%	1.2%
LIBRARY	1.8%	1.8%	1.7%	1.9%	1.8%
PARK & RECREATION	3.0%	3.0%	2.8%	1.5%	1.4%
DEBT & INTEREST	8.4%	8.3%	7.5%	7.2%	7.2%
UNCLASSIFIED	9.2%	10.6%	12.3%	12.8%	14.5%

TABLE NO. 5 DEPARTMENTAL INCREASES

	BUDGET FY 07	BUDGET FY 08	INCREASE	% INCREASE
GENERAL GOVERNMENT	2,800,492	3,082,034	281,542	10.1%
PUBLIC SAFETY	5,076,408	5,123,596	47,188	0.9%
SCHOOLS	28,407,893	28,722,212	314,319	1.1%
REGIONAL VOC SCH	166,896	397,000	230,104	137.9%
HIGHWAY	1,355,997	1,427,662	71,665	5.3%
LANDFILL	495,203	501,492	6,289	1.3%
HEALTH	612,864	631,891	19,027	3.1%
LIBRARY	942,695	956,468	13,773	1.5%
PARK & RECREATION	740,716	768,750	28,034	3.8%
DEBT & INTEREST	3,668,313	3,831,856	163,543	4.5%
UNCLASSIFIED	6,482,000	7,702,000	1,220,000	18.8%
TOTAL	50,749,477	53,144,961	2,395,484	4.7%

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss. *Town of Wayland*

★★★ WARRANT ★★★

To any of the Constables of the Town of Wayland, Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify all residents of the Town of Wayland who shall be qualified to vote in accordance with the provisions of Massachusetts General Laws, Chapter 51, Section 1, to come to their respective polling places (Precincts 1 and 4 in the Gymnasium of the Town Building and Precincts 2 and 3 in the Gymnasium of the Middle School) on:

TUESDAY, APRIL 24, 2007, BETWEEN 7:00 A.M. and 8:00 P.M.

to vote for the following Town officers by ballot for the following terms of office:

One Planning Board member, one Housing Authority member for five years;

One Town Clerk, one member of the Board of Selectmen, one School Committee member, One Assessor, two Road Commissioners, one Water Commissioner, one member of the Board of Health, one Trust Fund Commissioner, two Library Commissioners, and two Park & Recreation Commissioners for three years;

One Assessor, one Planning Board member for two years;

One Assessor for one year.

As well as such other Town Officers as may be necessary and to vote "Yes" or "No" upon the following question:

QUESTION NO 1: "Shall the Town of Wayland be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay for the bonds issued in order to fund Town building repairs, the procurement of a sidewalk snow plow, with attachments, for the Highway Department, school building repairs and costs associated with an application for state funding for high school improvements?"

You are also required to notify all such residents of Wayland to meet in the High School Field House on

SUNDAY, APRIL 29, 2007, AT 1:00 P.M.

to act on the following Articles:

ARTICLE 1: RECOGNIZE CITIZENS AND EMPLOYEES FOR EXTENSIVE SERVICE TO THE TOWN

Proposed by: Board of Selectmen

To determine whether the Town will vote to recognize certain citizens and employees for their extensive service to the Town of Wayland.

FINANCE COMMITTEE COMMENTS: This is a standard article that allows recognition and commendation of certain citizens and employees.

RECOMMENDATION: The Finance Committee recommends approval (6-0).

QUANTUM OF VOTE: Majority.

For more information about this article, contact Fred Turkington, Town Administrator, at (508) 358-3620, or email fturkington@wayland.ma.us.

ARTICLE 2: HEAR REPORTS

Proposed by: Board of Selectmen

To determine whether the Town will vote to receive and act upon reports of Town officers, agents, trustees, commissioners, boards and committees. (See Appendix B)

FINANCE COMMITTEE COMMENTS: This is a standard article that allows reports commissioned by the Town to be heard.

RECOMMENDATION: The Finance Committee recommends approval (6-0).

QUANTUM OF VOTE: Majority.

For more information about this article, contact Fred Turkington, Town Administrator, at (508) 358-3620, or email fturkington@wayland.ma.us.

ARTICLE 3: CHOOSE TOWN OFFICERS

Proposed by: Board of Selectmen

To determine whether the Town will vote to choose Town officers, agents, trustees, councils, commissioners, boards, and committees not elected by official ballot. (See Appendix C)

FINANCE COMMITTEE COMMENTS: This is a standard article that permits the Town to fill various positions.

RECOMMENDATION: The Finance Committee recommends approval (6-0).

QUANTUM OF VOTE: Majority – see Massachusetts General Laws Chapter 41, Section 1.

For more information about this article, contact Fred Turkington, Town Administrator, at (508) 358-3620, or email fturkington@wayland.ma.us.

ARTICLE 4: CURRENT YEAR TRANSFERS

Proposed by: Finance Committee *Estimated Cost: $200,000*

To determine whether the Town will vote to appropriate a sum or sums of money for the operation and expenses of various Town Departments for the current fiscal year; to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by funds received as grants from the Commonwealth or federal government, by borrowing, or otherwise; and to determine which Town officer, board, or committee of combination of them, shall be authorized to expend the money or monies appropriated therefor.

	CURRENT YEAR TRANSFERS FY 2007	
	PURPOSE	AMOUNT
1	SNOW REMOVAL OT	35,000
2	SURFACE WATER QUALITY-DUDLEY	25,000
3	ASSESSOR PROF SERVICES	15,000
4	TOWN COUNSEL	125,000
	TOTAL CURRENT YEAR TRANSFERS	$ 200,000
	FUNDING SOURCES:	
	UNRESERVED FUND BALANCE	$ 200,000

FINANCE COMMITTEE COMMENTS: This article authorizes the expenditure of funds for the current fiscal year, which were not foreseen in the current budget. These transfers are required for the following reasons:

Snow Removal O.T. (35,000): This request covers snow removal overages for the fiscal year.

Surface Water Quality-Dudley (25,000): These funds are necessary for Surface Water Quality Committee to continue their program of Weed Management at Dudley Pond thru the current fiscal year. This has now been built into the operating budget.

Assessor Prof Services (15,000): These funds are necessary to cover the cost of professional services related to the data collection services for the migration to the new database software as well as the high number of ATB cases.

Town Counsel (125,000): This amount is needed primarily to cover litigation related to the public safety building.

RECOMMENDATION: The Finance Committee recommends approval (6-0).

QUANTUM OF VOTE: Majority – see Massachusetts General Laws Chapter 40, Section 5 and Chapter 44, Section 33B. For borrowing, two-thirds – see Massachusetts General Laws Chapter 44, Section 7.

For more information about this article, contact Michael DiPietro, Finance Director, at (508) 358-3611, or email mdipietro@wayland.ma.us.

ARTICLE 5: FY2008 OMNIBUS BUDGET

Proposed by: Finance Committee

To determine what sum of money the Town will appropriate for the operation and expenses of the Town, including capital expenditures for equipment, improvements, or other purposes, and determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing, or otherwise.

FINANCE COMMITTEE COMMENTS:

ARGUMENTS IN FAVOR: This budget reflects the cost of operating the Town in an efficient manner in order to deliver services to the residents of Wayland.

ARGUMENTS OPPOSED: Some residents might consider the budget excessive, while other residents might believe that insufficient funds have been budgeted to perform all desired services.

RECOMMENDATION: Finance Committee recommends approval. Operating budget vote: 7-0. Capital budget vote: 6-0.

QUANTUM OF VOTE: Majority – see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds – see Massachusetts General Laws Chapter 44, Sections 7 and 8.

MOTION UNDER ARTICLE 5:

For what it considers to be the proper management of the Town and its finances, the Finance Committee makes the following recommendations, and they are, therefore, incorporated under the motion to be made under Article 5 at the Annual Town Meeting, as follows:

"That the Town Administrator be charged with responsibility for (1) the operation, maintenance, and administration of the Wayland Town Building, the Public Safety Building, and the Cochituate Town Building, their equipment, and their grounds, as well as (2) the supervision, except for matters relating to policy, of all employees in those buildings, other than elected officials, non-salaried appointed officials, and employees of the School Department;"

"That the Director of Youth and Adolescent Services and Staff be under the jurisdiction of the Youth Advisory Committee which shall report to the Town on the activities of the Director of Youth and Adolescent Services and Staff at the Annual Town Meeting. The Director of Youth and Adolescent Services and Staff will receive administrative support from the School Department;"

"That property tax abatements granted to eligible senior citizens under Section 80 and 81 of Chapter 127 of the Acts of 1999 be funded by transfer from the overlay account;"

"That the Town continue for Fiscal Year 2008 the revolving fund established by vote of the 2006 Annual Town Meeting pursuant to Chapter 44, Section 53E1/2 of the Massachusetts General Laws by the Park and Recreation Commission for recreation programs and activities, to be funded by user fees collected; and that the amount to be expended not to exceed the sum of $750,000;" and

"That the Town continue for Fiscal Year 2008 the revolving fund established by vote of the 1994 Annual Town Meeting pursuant to Chapter 44, Section 53E1/2 of the Massachusetts General Laws

for use by the Council on Aging for education, cultural and entertainment programs and purposes, to be funded by receipts from said programs; and that the amount to be expended not exceed the sum of $50,000."

For more information about this article, contact Michael DiPietro, Finance Director, at (508) 358-3611, email mdipietro@wayland.ma.us, or Cherry Karlson, Chair, Finance Committee, at (508) 358-0195, email cckarlson@comcast.net.

	FISCAL YEAR 2008 BUDGET	EXPENDED FY 2006	APPROPRIATED FY 2007	REQUESTED FY 2008
	SELECTMEN			
	PURCHASE OF SERVICES	$23,962	$20,000	$20,000
	SUPPLIES	$13,900	$13,844	$13,844
1	TOTAL EXPENSES	$37,862	$33,844	$33,844
	TOTAL SELECTMEN	$37,862	$33,844	$33,844
	TOWN OFFICE			
	SALARIES	$284,192	$303,900	$311,013
2	TOTAL PERSONNEL SERVICES	$284,192	$303,900	$311,013
	PURCHASE OF SERVICES	$23,085	$16,000	$16,000
	SUPPLIES	$62,810	$57,800	$57,800
3	TOTAL EXPENSES	$85,895	$73,800	$73,800
	TOTAL TOWN OFFICE	$370,087	$377,700	$384,813
	PERSONNEL BOARD			
	SALARIES	$0	$6,750	$6,750
4	TOTAL PERSONNEL SERVICES	$0	$6,750	$6,750
	PURCHASE OF SERVICES	$7,550	$8,660	$10,000
5	TOTAL EXPENSES	$7,550	$8,660	$10,000
	TOTAL PERSONNEL BOARD	$7,550	$15,410	$16,750
	FINANCE COMMITTEE			
	PURCHASE OF SERVICES	$0	$0	$0
6	TOTAL EXPENSES	$0	$0	$0
	TOTAL FINANCE COMMITTEE	$0	$0	$0
	FINANCE			
	SALARIES	$213,740	$224,715	$277,495
7	TOTAL PERSONNEL SERVICES	$213,740	$224,715	$277,495
	PURCHASE OF SERVICES	$28,371	$29,003	$29,500
	SUPPLIES	$4,861	$5,000	$5,000
8	TOTAL EXPENSES	$33,232	$34,003	$34,500
	TOTAL FINANCE	$246,972	$258,718	$311,995

FISCAL YEAR 2008 BUDGET		EXPENDED FY 2006	APPROPRIATED FY 2007	REQUESTED FY 2008
ASSESSOR				
	SALARIES	$134,704	$159,598	$182,533
9	TOTAL PERSONNEL SERVICES	$134,704	$159,598	$182,533
	PURCHASE OF SERVICES	$154,007	$82,275	$86,285
	SUPPLIES	$2,618	$4,164	$3,200
10	TOTAL EXPENSES	$156,625	$86,439	$89,485
	TOTAL ASSESSOR	$291,329	$246,037	$272,018
TREASURER				
	SALARIES	$190,771	$196,520	$196,520
11	TOTAL PERSONNEL SERVICES	$190,771	$196,520	$196,520
	PURCHASE OF SERVICES	$41,668	$36,598	$36,598
	SUPPLIES	$862	$1,703	$1,703
12	TOTAL EXPENSES	$42,530	$38,301	$38,301
	TOTAL TREASURER	$233,301	$234,821	$234,821
TOWN COUNSEL				
	PURCHASE OF SERVICES	$215,730	$143,600	$160,000
	SUPPLIES	$0	$2,100	$2,500
13	TOTAL EXPENSES	$215,730	$145,700	$162,500
	TOTAL TOWN COUNSEL	$215,730	$145,700	$162,500
INFORMATION TECHNOLOGY				
	SALARIES	$70,495	$72,962	$72,962
14	TOTAL PERSONNEL SERVICES	$70,495	$72,962	$72,962
	PURCHASE OF SERVICES	$67,529	$105,495	$109,500
	SUPPLIES	$29,227	$32,500	$32,500
15	TOTAL EXPENSES	$96,756	$137,995	$142,000
	TOTAL INFORMATION TECHNOLOGY	$167,251	$210,957	$214,962
TOWN CLERK				
	SALARIES	$110,439	$112,957	$102,561
16	TOTAL PERSONNEL SERVICES	$110,439	$112,957	$102,561
	PURCHASE OF SERVICES	$7,410	$8,100	$11,355
	SUPPLIES	$0	$0	$1,400
17	TOTAL EXPENSES	$7,410	$8,100	$12,755
	TOTAL TOWN CLERK	$117,849	$121,057	$115,316

	FISCAL YEAR 2008 BUDGET	EXPENDED FY 2006	APPROPRIATED FY 2007	REQUESTED FY 2008
	ELECTIONS			
	SALARIES	$4,738	$13,644	$15,287
	TOTAL PERSONNEL SERVICES	$4,738	$13,644	$15,287
	PURCHASE OF SERVICES	$1,375	$1,375	$0
	SUPPLIES	$5,119	$12,500	$12,500
	TOTAL EXPENSES	$6,494	$13,875	$12,500
18	TOTAL ELECTIONS	$11,232	$27,519	$27,787
	REGISTRAR			
	SALARIES	$275	$275	$275
19	TOTAL PERSONNEL SERVICES	$275	$275	$275
	PURCHASE OF SERVICES	$3,650	$3,650	$4,200
20	TOTAL EXPENSES	$3,650	$3,650	$4,200
	TOTAL REGISTRAR	$3,925	$3,925	$4,475
	CONSERVATION			
	SALARIES	$94,672	$104,001	$108,883
21	TOTAL PERSONNEL SERVICES	$94,672	$104,001	$108,883
	PURCHASE OF SERVICES	$4,096	$10,500	$12,500
	SUPPLIES	$8,500	$4,600	$9,600
22	TOTAL EXPENSES	$12,596	$15,100	$22,100
	TOTAL CONSERVATION	$107,268	$119,101	$130,983
	PLANNING			
	SALARIES	$94,917	$100,000	$103,653
23	TOTAL PERSONNEL SERVICES	$94,917	$100,000	$103,653
	PURCHASE OF SERVICES	$3,585	$4,000	$4,000
	SUPPLIES	$718	$2,000	$2,000
24	TOTAL EXPENSES	$4,303	$6,000	$6,000
	TOTAL PLANNING	$99,220	$106,000	$109,653
	SURVEYOR			
	SALARIES	$103,866	$132,053	$132,053
25	TOTAL PERSONNEL SERVICES	$103,866	$132,053	$132,053
	PURCHASE OF SERVICES	$10,289	$10,450	$10,450
	SUPPLIES	$4,824	$5,000	$5,000
26	TOTAL EXPENSES	$15,113	$15,450	$15,450
	TOTAL SURVEYOR	$118,979	$147,503	$147,503

	FISCAL YEAR 2008 BUDGET	EXPENDED FY 2006	APPROPRIATED FY 2007	REQUESTED FY 2008
	TOWN BUILDING			
	SALARIES	$105,169	$107,470	$191,000
27	TOTAL PERSONNEL SERVICES	$105,169	$107,470	$191,000
	PURCHASE OF SERVICES	$32,418	$24,650	$24,300
	UTILITIES	$203,023	$236,000	$267,000
	SUPPLIES	$10,000	$10,000	$10,000
28	TOTAL EXPENSES	$245,441	$270,650	$301,300
	TOTAL TOWN BUILDING	$350,610	$378,120	$492,300
	HISTORICAL COMMISSION			
	PURCHASE OF SERVICES	$200	$200	$200
29	TOTAL EXPENSES	$200	$200	$200
	TOTAL HISTORICAL COMMISSION	$200	$200	$200
	SURFACE WATER QUALITY COMMISSION			
	PURCHASE OF SERVICES	$44,394	$4,900	$40,000
30	TOTAL EXPENSES	$44,394	$4,900	$40,000
	TOTAL SURFACE WATER QUALITY COMM	$44,394	$4,900	$40,000
	HISTORIC DISTRICT COMMISSION			
	PURCHASE OF SERVICES	$130	$275	$275
31	TOTAL EXPENSES	$130	$275	$275
	TOTAL HISTORIC DISTRICT COMMISSION	$130	$275	$275
	PUBLIC CEREMONIES			
	PURCHASE OF SERVICES	$1,535	$2,500	$2,500
32	TOTAL EXPENSES	$1,535	$2,500	$2,500
	TOTAL PUBLIC CEREMONIES	$1,535	$2,500	$2,500
	POLICE			
	SALARIES	$1,788,296	$1,940,555	$1,944,000
1	TOTAL PERSONNEL SERVICES	$1,788,296	$1,940,555	$1,944,000
	PURCHASE OF SERVICES	$79,992	$109,272	$112,700
	SUPPLIES	$158,853	$161,960	$160,300
2	TOTAL EXPENSES	$238,845	$271,232	$273,000
	TOTAL POLICE	$2,027,141	$2,211,787	$2,217,000
	JOINT COMMUNICATIONS			
	SALARIES	$377,789	$425,293	$431,175
3	TOTAL PERSONNEL SERVICES	$377,789	$425,293	$431,175

FISCAL YEAR 2008 BUDGET		EXPENDED FY 2006	APPROPRIATED FY 2007	REQUESTED FY 2008
	PURCHASE OF SERVICES	$54,603	$37,145	$39,700
	UTILITIES	$108,000	$126,400	$128,500
	SUPPLIES	$20,311	$9,800	$9,800
4	TOTAL EXPENSES	$182,914	$173,345	$178,000
	TOTAL JOINT COMMUNICATIONS	$560,703	$598,638	$609,175
EMERGENCY MANAGEMENT				
	PURCHASE OF SERVICES	$13,000	$14,800	$14,800
	SUPPLIES	$10,000	$10,000	$10,000
5	TOTAL EXPENSES	$23,000	$24,800	$24,800
	TOTAL EMERGENCY MANAGEMENT	$23,000	$24,800	$24,800
DOG OFFICER				
	PURCHASE OF SERVICES	$21,482	$18,915	$19,300
	SUPPLIES	$3,000	$3,000	$3,000
6	TOTAL EXPENSES	$24,482	$21,915	$22,300
	TOTAL DOG OFFICER	$24,482	$21,915	$22,300
FIRE				
	SALARIES	$1,725,649	$1,797,775	$1,814,594
7	TOTAL PERSONNEL SERVICES	$1,725,649	$1,797,775	$1,814,594
	PURCHASE OF SERVICES	$24,720	$28,700	$28,700
	SUPPLIES	$86,946	$80,500	$87,000
8	TOTAL EXPENSES	$111,666	$109,200	$115,700
	TOTAL FIRE	$1,837,315	$1,906,975	$1,930,294
COCHITUATE BUILDING -STATION 2				
	PURCHASE OF SERVICES	$4,848	$9,000	$9,000
	UTILITIES	$8,827	$13,000	$14,500
	SUPPLIES	$1,821	$2,000	$2,000
9	TOTAL EXPENSES	$15,496	$24,000	$25,500
	TOTAL COCHITUATE BLDG-STATION 2	$15,496	$24,000	$25,500
BUILDING & ZONING				
	SALARIES	$245,827	$269,943	$272,817
10	TOTAL PERSONNEL SERVICES	$245,827	$269,943	$272,817
	PURCHASE OF SERVICES	$10,656	$10,800	$14,160
	SUPPLIES	$7,545	$7,550	$7,550
11	TOTAL EXPENSES	$18,201	$18,350	$21,710
	TOTAL BUILDING & ZONING	$264,028	$288,293	$294,527

	FISCAL YEAR 2008 BUDGET	EXPENDED FY 2006	APPROPRIATED FY 2007	REQUESTED FY 2008
	TOTAL PUBLIC SAFETY	$4,752,165	$5,076,408	$5,123,596
1	SCHOOLS	$27,122,223	$28,407,893	$28,722,212
1	REGIONAL VOCATIONAL SCHOOLS	$185,506	$166,896	$397,000
	HIGHWAY			
	SALARIES	$782,154	$735,543	$751,731
1	TOTAL PERSONNEL SERVICES	$782,154	$735,543	$751,731
	PURCHASE OF SERVICES	$146,491	$307,454	$307,931
	UTILITIES	$38,444	$51,000	$60,000
	SUPPLIES	$79,649	$76,000	$73,000
2	TOTAL EXPENSES	$264,584	$434,454	$440,931
	TOTAL HIGHWAY	$1,046,738	$1,169,997	$1,192,662
	SNOW REMOVAL			
	SALARIES	$0	$28,000	$50,000
	TOTAL PERSONNEL SERVICES	$0	$28,000	$50,000
	PURCHASE OF SERVICES	$223,316	$120,000	$120,000
	SUPPLIES	$14,597	$38,000	$65,000
	TOTAL EXPENSES	$237,913	$158,000	$185,000
3	TOTAL SNOW REMOVAL	$237,913	$186,000	$235,000
	TOTAL HIGHWAY	$1,284,651	$1,355,997	$1,427,662
	BOARD OF HEALTH-LANDFILL			
	SALARIES	$210,200	$221,291	$224,972
1	TOTAL PERSONNEL SERVICES	$210,200	$221,291	$224,972
	PURCHASE OF SERVICES	$166,367	$174,752	$173,200
	UTILITIES	$18,770	$21,840	$24,200
	SUPPLIES	$68,409	$77,320	$79,120
2	TOTAL EXPENSES	$253,546	$273,912	$276,520
	TOTAL BOH-LANDFILL	$463,746	$495,203	$501,492
	BOARD OF HEALTH			
	SALARIES	$412,447	$447,040	$463,767
1	TOTAL PERSONNEL SERVICES	$412,447	$447,040	$463,767
	PURCHASE OF SERVICES	$151,817	$152,574	$154,574
	SUPPLIES	$15,445	$13,250	$13,550
2	TOTAL EXPENSES	$167,262	$165,824	$168,124
	TOTAL BOARD OF HEALTH	$579,709	$612,864	$631,891

FISCAL YEAR 2008 BUDGET		EXPENDED FY 2006	APPROPRIATED FY 2007	REQUESTED FY 2008
VETERANS SERVICES				
	SALARIES	$3,486	$4,003	$3,556
1	TOTAL PERSONNEL SERVICES	$3,486	$4,003	$3,556
	PURCHASE OF SERVICES	$0	$0	$6,500
	SUPPLIES	$3,734	$3,825	$6,000
2	TOTAL EXPENSES	$3,734	$3,825	$12,500
	TOTAL VETERANS SERVICES	$7,220	$7,828	$16,056
COUNCIL ON AGING				
	SALARIES	$118,422	$121,543	$129,403
1	TOTAL PERSONNEL SERVICES	$118,422	$121,543	$129,403
	PURCHASE OF SERVICES	$81,825	$82,500	$87,500
	SUPPLIES	$4,213	$4,300	$4,300
2	TOTAL EXPENSES	$86,038	$86,800	$91,800
	TOTAL COUNCIL ON AGING	$204,460	$208,343	$221,203
YOUTH SERVICES				
	SALARIES	$140,090	$145,264	$137,280
1	TOTAL PERSONNEL SERVICES	$140,090	$145,264	$137,280
	PURCHASE OF SERVICES	$3,678	$3,750	$3,800
	SUPPLIES	$1,052	$1,020	$1,000
2	TOTAL EXPENSES	$4,730	$4,770	$4,800
	TOTAL YOUTH SERVICES	$144,820	$150,034	$142,080
LIBRARY				
	SALARIES	$660,589	$690,895	$700,768
1	TOTAL PERSONNEL SERVICES	$660,589	$690,895	$700,768
	PURCHASE OF SERVICES	$45,011	$47,500	$49,200
	UTILITIES	$32,338	$42,000	$42,000
	SUPPLIES	$150,220	$162,300	$164,500
2	TOTAL EXPENSES	$227,569	$251,800	$255,700
	TOTAL LIBRARY	$888,158	$942,695	$956,468
PARK & RECREATION				
	SALARIES	$527,320	$489,262	$480,550
1	TOTAL PERSONNEL SERVICES	$527,320	$489,262	$480,550
	PURCHASE OF SERVICES	$62,125	$73,817	$77,800
	UTILITIES	$7,340	$6,200	$7,000

FISCAL YEAR 2008 BUDGET		EXPENDED FY 2006	APPROPRIATED FY 2007	REQUESTED FY 2008
	SUPPLIES	$62,472	$50,727	$71,000
2	TOTAL EXPENSES	$131,937	$130,744	$155,800
	TOTAL PARK & RECREATION	$659,257	$620,006	$636,350
POOL				
	SALARIES	$75,487	$21,700	$36,900
3	TOTAL PERSONNEL SERVICES	$75,487	$21,700	$36,900
	PURCHASE OF SERVICES	$3,815	$10,500	$10,500
	UTILITIES	$54,263	$57,500	$60,000
	SUPPLIES	$39,713	$31,010	$25,000
4	TOTAL EXPENSES	$97,791	$99,010	$95,500
	TOTAL POOL	$173,278	$120,710	$132,400
	TOTAL PARK & RECREATION	$832,535	$740,716	$768,750
DEBT AND INTEREST				
	DEBT SERVICE	$3,677,178	$3,668,313	$3,831,856
1	TOTAL EXPENSES	$3,677,178	$3,668,313	$3,831,856
	TOTAL DEBT AND INTEREST	$3,677,178	$3,668,313	$3,831,856
UNCLASSIFIED				
	INSURANCE GENERAL	$412,852	$475,000	$540,000
	INSURANCE 32B	$4,295,154	$5,055,000	$5,760,000
	MEDICARE	$400,000	$450,000	$490,000
	UNEMPLOYMENT	$53,694	$65,000	$65,000
	NON CONTRIBUTORY RETIREMENT	$11,727	$12,000	$17,000
	PENSION DISABILITY	$10,000	$10,000	$10,000
	RESERVE FOR SAL ADJUSTMENTS	$0	$60,000	$435,000
	OCCUPATIONAL HEALTH NURSE	$5,942	$2,000	$5,000
	EMPLOYEE ASSISTANCE PROGRAM	$4,800	$5,000	$5,000
	TOWN MEETING	$36,708	$17,000	$30,000
	STREET LIGHTING	$116,277	$130,000	$144,000
	RESERVE FUND	$0	$201,000	$201,000
1	TOTAL UNCLASSIFIED	$5,347,154	$6,482,000	$7,702,000
	GRAND TOTAL BUDGET	$47,914,949	$50,749,477	$53,144,961

	CAPITAL BUDGET		RECOMMENDED	
	INFORMATION TECHNOLOGY			
1	COMPUTER EQUIPMENT		20,000	BORROW
2	PERMIT SOFTWARE		25,000	BORROW
	POLICE			
3	COMPUTER EQUIPMENT		20,000	BORROW
	JCC			
4	POLICE & FIRE RADIOS		20,000	BORROW
5	BUILDING REPAIRS	E	100,000	BORROW
	FIRE DEPARTMENT			
6	VEHICLE		50,000	BORROW
	HIGHWAY			
7	SIDEWALK MACHINE W/ATTACHMENTS	E	140,000	BORROW
8	DUMP TRUCK		100,000	BORROW
	BOARD OF HEALTH-LANDFILL			
9	2 OPEN TOP CONTAINERS		15,000	BORROW
	COUNCIL ON AGING			
10	KITCHEN REPAIRS	E	15,000	BORROW
	LIBRARY			
11	BUILDING REPAIRS	E	190,000	BORROW
	PARK AND RECREATION			
12	2 VEHICLES		120,000	BORROW
13	NEW BATHHOUSE BUILDING	*	550,000	BORROW
14	EQUIPMENT-MOWER		25,000	BORROW
15	BUILDING REPAIRS-POOL	E	25,000	BORROW
	SCHOOL DEPARTMENT			
16	TECHNOLOGY		200,000	BORROW
17	HIGH SCH BUILDING REPAIRS	E	250,000	BORROW
18	HAPPY HOLLOW WINDOW REPLACEMENT	E	735,000	BORROW
19	MISC BUILDING REPAIRS	E	100,000	BORROW
	GRAND TOTAL		**2,700,000**	

E = PROPOSED DEBT EXEMPT ITEMS

** = NO TAX IMPACT - USER FEES WILL PAY BACK*

ARTICLE 6: CONTRACT PLANNING AND DESIGN SERVICES FOR WAYLAND HIGH SCHOOL

Proposed by: School Committee *Estimated Cost: $300,000*

To determine whether the Town will appropriate a sum of money to be expended by the School Committee for the purpose of funding professional design and related services to analyze regulations promulgated by the Massachusetts School Building Authority (MSBA) and assist the High School Building Committee in the development of an application to the MSBA for a reimbursable project o modernize and expand Wayland High School, provided that no more than $75,000.00 of the funds so appropriated shall be expended until such time as the MSBA shall have formally invited Wayland to advance its application process from the pre-study phase to the full study phase; and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing, or otherwise.

FINANCE COMMITTEE COMMENTS: The School Committee is requesting funds for the services of our design and construction professionals, based on the continued work of the High School Building Committee ("HSBC") towards the revitalization and modernization of Wayland High School. The professionals will help the HSBC analyze the new MSBA regulations and prepare a grant application for state reimbursement in connection with this effort.

Wayland High School was built in 1960 with additions in 1965 (Math-English building) and 1972 (Media Center). Renovations were performed in 1972 (Commons and Arts buildings) and 1989-92 (new roofs, some new heating and ventilation, improved classroom design, some asbestos removal, substantial interior cosmetic renovations). In sum, school buildings range in age from 35 to 47 years old, with the last significant renovations 15-18 years ago.

The School Committee has concluded the facility is now inadequate in three critical areas: the physical condition of the buildings, their inability to support modern educational programs, and the lack of capacity to accommodate current and future enrollment.

In October 2005, during its 10-year review, the New England Association of Schools and Colleges ("NEASC") Accreditation Committee noted in their report that "the severe limitations of the current facility seriously impact teaching and learning," and identified many facility-related issues needing immediate action. School officials were requested to submit a Special Progress Report in April 2006 (and periodically thereafter) providing detailed information on action taken to address these concerns. A partial list of their concerns follows:

- the limited extent to which the present school site and plant support all aspects of the educational program and services
- the severe overcrowding throughout the building, including the number of small classrooms
- the practice of overusing classrooms
- the inadequate plumbing and electrical systems infrastructure
- the inadequate infrastructure for technology
- the heating and ventilation systems that compromise air quality
- the failure of the current physical plant and facilities to meet all applicable federal and state laws and maintain compliance with local fire, health and safety requirements
- the lack of handicapped accessibility to the second floor of the arts building, the field house, and the lecture hall

The Special Progress Report was also to include specific information on both short- and long-range plans, including a timeline, to resolve all facilities, space and health and safety recommendations identified in the NEASC findings. The NEASC advised the district of its "intent to monitor closely the school's progress in addressing these identified issues." Ultimately, the district must continue to develop a solution including expanded and renovated space.

Other regulatory agencies, including the State Division of Occupational Safety and the Department of Environmental Protection, have noted similar facility shortcomings and have requested the district to keep them apprised of its progress in this area.

The High School Building Committee is charged with addressing WHS' facilities deficiencies and maximizing state reimbursement. The funding requested in this article will enable the HSBC to participate in the state reimbursement program, and to work with the state to analyze alternatives, develop a project proposal and complete an application for state aid.

The MSBA was formed in 2004 as the successor organization to the former School Building Assistance Program operated by the Massachusetts Department of Education. It is charged with implementing a new grant program for school construction projects beginning in July 2007. To date, the MSBA has performed a needs survey of all the schools in the Commonwealth, and developed new evaluation criteria to prioritize school construction projects. It has also developed a five-phase process, featuring early MSBA commitment and involvement so as to minimize risk and cost to the sponsoring communities.

In August 2006 Wayland began the first step in the five-phase process, Identify the Problem, by filing a Statement of Interest ("SOI") with the MSBA. The MSBA has received over 140 SOI's and will begin to evaluate them in July 2007 using the newly established needs criteria. WHS has needs identified in seven of the eight statutory criteria, and the MSBA rated WHS a 3 (approaching poor condition) on a scale of 1 (good condition) to 4 (poor condition).

The MSBA will also begin to release standards and templates for the documentation required in their new process. Of the total funds being requested, $75,000 will be used in the first two phases of the process (Identify the Problem and Verify the Problem) to analyze the standards and prepare the documentation, so as to respond to the MSBA in a timely manner when the moratorium is lifted in July 2007. Documents required in these phases include the Design and Education Program Part I, the Budget Statement for Educational Objectives, and the Educational Facilities Master Plan, the Facilities and Maintenance Assessment and the Enrollment Projection Validation, leading to a Pre-Study Review Meeting.

Only after receiving approval from the MSBA to proceed with the grant application, will the remaining $225,000 be used to move through the next two phases of the process (Collaborate on Solution and Agree Upon Solution). This includes the Design and Education Program Part 2 and the Feasibility Study. The HSBC and the professionals will work with the MSBA to analyze design alternatives, prepare other required documentation, select a design direction and establish an overall project budget. The product of this phase will be an MSBA-approved high school project, with a commitment for state reimbursement. The proposal will then be put to a local vote for approval. The HSBC believes this vote could occur in 12-18 months, if Wayland is among the first districts approved by the MSBA to proceed.

ARGUMENTS IN FAVOR: Wayland High School needs to be expanded and modernized to address inadequate and deteriorating conditions. These deficiencies have been well documented by three

Wayland study committees, the NEASC, the State Division of Occupational Safety and the Department of Environmental Protection. To date, only the most critical health and safety deficiencies have been addressed due to budget constraints. However, these regulatory agencies will continue to require periodic updates as to progress and eventually, Wayland will be required to take action to address these problems.

Wayland's applications for state aid for construction projects have always been successful in the past. The potential reimbursement grant from the new MSBA for the WHS project is at least 40%. The only way to obtain these funds is to participate in the MSBA grant application process, and professional assistance is required by the state.

When the moratorium is lifted and the MSBA begins the application process, they will choose communities that are ready to proceed. Both the School Committee and the HSBC believe there is a great advantage to being ready with the necessary funding as soon as the MSBA begins accepting applications.

There is good financial control in spending of these funds because it is tied to the MSBA process. $75,000 will be spent, if necessary, to get through the first two phases (Identify the Problem and Verify the Problem). Only if invited by the state to proceed to the next phase (Collaborate on a Solution and Agree Upon a Solution) will the bulk of these funds, $225,000, be spent. At the end of this we will have a commitment from the state for a specific amount of funding for a Wayland High School building project that can be taken to the voters.

ARGUMENTS OPPOSED: The MSBA will not begin reviewing SOI's until July 2007 at the earliest, and they have not published a schedule for their process. They may not begin releasing the standards and documentation for the next couple of phases until later this year. Even if they do, Wayland may not be one of the first communities given approval to proceed. Therefore, funding may not be needed this year.

RECOMMENDATION: The Finance Committee recommends approval. Vote: 5-0

QUANTUM OF VOTE: Majority – see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds – see Massachusetts General Laws Chapter 44, Section 7.

For more information about this article, contact Lea Anderson, Chair, High School Building Committee, at (508) 358-2667, or leaanders@comcast.net.

ARTICLE 7: WATER DEPARTMENT MAINTENANCE BUDGET

Proposed by: Board of Water Commissioners *Estimated Cost: $2,111,112*

To determine whether the Town will vote to appropriate a sum of money to be expended by the Board of Water Commissioners for the operation and expenses of the Water Department; and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by grants received from the Commonwealth or Federal Government, by borrowing or otherwise.

WATER DEPARTMENT BUDGET FY 2008

	EXPENDED FY 2006	APPROPRIATED FY 2007	REQUESTED FY 2008
OPERATING BUDGET:			
SALARIES	$642,212	$697,682	$708,259
TOTAL PERSONNEL SERVICES	$642,212	$697,682	$708,259
PURCHASE OF SERVICES	$299,139	$331,000	$335,325
UTILITIES	$218,375	$192,000	$240,000
SUPPLIES	$228,420	$274,600	$281,400
DEBT SERVICE	$403,928	$400,000	$546,128
TOTAL EXPENSES	$1,149,862	$1,197,600	$1,402,853
TOTAL WATER DEPARTMENT	$1,792,074	$1,895,282	$2,111,112
CAPITAL REQUEST			
VEHICLE		BORROW	$45,000
HYDRANTS		BORROW	$35,000
WATER TANK REPAIRS		BORROW	$75,000
TOTAL			$155,000

FINANCE COMMITTEE COMMENTS: This article approves the Water Department Operating and Capital Budgets for fiscal 2008. The operating budget reflects an increase of $215,830, or an increase of 11.4% from the 2007 budget. The increase is primarily from the increase in debt service of $146,128, resulting from the borrowings of approximately 20% of the $7.5 million authorized in the 2006 Town Meeting for the construction of the water treatment plant at Baldwin Pond. The other increases include: 1) salary costs of $10,577 primarily due to the contracted labor rate increases; 2) a small increase of $4,325 for purchase of services; 3) an increase of $48,000 for rising utility costs; and 4) a $6,800 increase in supplies. The total operating budget will be funded through fees billed for water use.

The water treatment facility is expected to be 'on-line' by June 2008. It is anticipated that operating costs will increase by as much as $900,000 to operate the treatment facility, which includes additional debt service, utilities and chemical costs. To fund these increases water rates have been increased by 40% effective January 1, 2007.

Capital includes $45,000 for vehicle replacement, $75,000 for water tank repairs, and $35,000 for hydrant replacement.

ARGUMENTS IN FAVOR: This article authorizes the expenditure of funds needed to operate the Water Department. The largest increase related to debt payments for the water treatment facility was justified and authorized by a 2006 Town Meeting vote. Water usage fees will be sufficient to fund the operating budget.

ARGUMENTS OPPOSED: It could be argued that the Water Department should not be increasing its expense levels and should be looking for decreases in expenditures in order to reduce water usage fees.

RECOMMENDATION: Finance Committee recommends approval. Vote: 7-0.

QUANTUM OF VOTE: Majority – see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds – see Massachusetts General Laws Chapter 44, Sections 7 and 8.

For more information about this article, contact Michael DiPietro, Finance Director, at (508) 358-3611, email mdipietro@wayland.ma.us, or Joel Goodmonson, Chair, Water Commissioners, at (508) 358-2252, email jgoodmonson@arcengrs.com.

ARTICLE 8: WAYLAND/SUDBURY SEPTAGE TREATMENT FACILITY BUDGET

Proposed by: Septage Committee *Estimated Cost: $938,563*

To determine whether the Town will vote to appropriate a sum of money to be expended by the Septage Committee for the operation and capital improvement of the Wayland/Sudbury septage treatment facility; and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing, or otherwise.

WAYLAND/SUDBURY SEPTAGE TREATMENT FACILITY BUDGET FY 2008

	Expended FY2006	Appropriated FY2007	Requested FY2008
Personnel Services	$180,558	$229,494	$75,511
Purchase of Services	$338,360	$380,544	$568,052
Utilities	$59,117	$68,000	$63,500
Supplies	$70,332	$81,000	$201,500
Debt	$62,700	$19,000	$30,000
Total	**$711,067**	**$678,038**	**$938,563**
Capital Request Plant Upgrade – Nitrogen		**$200,000**	**$200,000 BORROW**

FINANCE COMMITTEE COMMENTS: This article provides funds for the annual operation of the Wayland/Sudbury Septage Treatment Facility. In addition to operating expenses, the article includes authorization to borrow $200,000 to fund the balance of the denitrification project. The Massachusetts DEP is requiring denitrification as a condition to renew the facility's operating permit.

FY2006 Results (Unaudited Financial results) The Facility received $799,047 from various sources on a cash basis during FY2006. This represents an increase in receipts of $190,830 over FY2005. The revenue increase was a result of a temporary increased gallon flow per day (33,000gals.) FY2006 expenditures were $675,901. This represents an increase in expenditures of $58,417 from FY2005. The Facility recorded an operating surplus of $123,146 in FY2006. A summary of the FY2006 results and a comparison to FY2005 is presented below:

Operating Results	FY2005	FY2006	Variance
Receipts	$ 608,217	$ 799,047	$ 190,830
Expenditures	$ (617,484)	$ (675,901)	$ (58,417)
Surplus/(deficit)	$ (9,267)	$ 123,146	$ 132,413

Accounts Receivable Hauler receivables totaled $ 146,640 at the end of FY2006. This represents an increase of $ 15,523 as compared to FY2005.

Debt Service The final debt payment of the 1996 Septage Facility Bonds was made in FY2006. Looking ahead, the Septage Committee received Town Meeting authorization at last year's Annual Town Meeting to borrow $ 200,000 for the denitrification project. A further $ 200,000 authorization for the project is proposed in this article. The Finance Committee has requested that the proposed capital expenditure be subject to a DEP permit renewal authorizing an increased gallon flow per day of 33,000.

Retained Earnings/Cash Balance The retained earnings balance at June 30, 2006 (FY2006) is $586,641. The Facility has effectively $ 445,131 in cash at July 1, 2006. This reflects the difference between the cash balance and accrued liabilities. The Committee plans on expending approximately $200,000 from cash in FY2007 for the denitrification project.

Facility Permit Renewal The Committee and the Massachusetts Department of Environmental Protection (DEP) are currently negotiating the operating permit renewal. A condition of renewal will be installation of denitrification equipment and periodic testing of the outflow. A current sticking point is the potential for the Facility to be fined by the DEP if it fails to meet outflow standards. To remain financially viable, the facility must receive permanent authorization to increase gallon flow per day to 33,000.

FY2008 Highlights The operation will be run by an outside contractor in FY2008. Prior to FY2008, the Facility was operated by personnel employed by the Town of Wayland. It is anticipated that capital outlays will total $ 95,000. Capital items include replacement of the bar screen, air compressor and repair of the primary clarifier. Additionally, the facility will replace a one ton truck.

ARGUMENTS IN FAVOR: This article provides adequate funds to operate the Facility. It also provides debt financing to complete the denitrification project. The Facility operates as an enterprise fund with no subsidy from the General Fund.

The Facility demonstrated in FY2006 that it can profitably operate if gallon flow per day permit is increased to 33,000 gallons. The Facility represents a convenient, cost effective treatment facility for the haulers and the Septage Committee argues that this is reflected in the rates being charged to the residents of Wayland and Sudbury.

ARGUMENTS OPPOSED: The FY2008 budget relies on an acceptable outcome of negotiations with the DEP. The permit must allow an increase in gallon flow per day and it must set achievable outflow testing standards that will negate potential fines. If these criteria are not met, the Facility might potentially close. Wayland and Sudbury are liable for DEP fines, bond payments and decommissioning costs and other liabilities if the Facility closes and retained earnings are insufficient to cover the these costs.

RECOMMENDATION: The Finance Committee recommends approval. Vote: 7-0 The Finance Committee's approval is conditional on the DEP's issuance of an acceptable permit that allows for a daily flow of 33,000 gallons without onerous testing requirements or fines.

QUANTUM OF VOTE: Majority – see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds – see Massachusetts General Laws Chapter 44, Sections 7 and 8.

For more information about this article, contact Michael DiPietro, Finance Director, at (508) 358-3611, email mdipietro@wayland.ma.us, or Blair Davies, Vice-chairman of Wayland Sudbury Septage Committee, at (508) 989-7231, email blairdavies@comcast.net

ARTICLE 9: WASTEWATER MANAGEMENT DISTRICT COMMISSION BUDGET

Proposed by: Wastewater Management District Commission *Estimated Cost: $389,564*

To determine whether the Town will vote to appropriate a sum of money to be expended by the Wastewater Management District Commission for the annual operating expenses of the Wayland Wastewater Management District; and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds appropriated for another purpose, by borrowing or otherwise.

WASTEWATER MANAGEMENT DISTRICT COMMISSION BUDGET FY 2008

	Expended FY2006	Appropriated FY2007	Requested FY2008
Purchase of Services	$140,669	$145,139	$230,000
Capital Expenditures	22,129	26,750	130,000
Debt Service	29,358	31,099	29,564
TOTAL EXPENSES	**$192,156**	**$202,988**	**$389,564**
Actual/Anticipated Revenue	$178,138	$168,782	$235,989
Retained Earnings	14,018	34,206 *	153,575
	$192,156	**$202,988**	**$389,564**

* now expected to be not needed – see below

FINANCE COMMITTEE COMMENTS: This article continues the funding of the Wastewater Management District Commission, which owns and operates a wastewater treatment facility located at the Wayland Business Center (the Raytheon/Polaroid building). Nearby Route 20 residents and businesses, the Town building and the new Public Safety building are included in the system, while the library and the Wayland Meadows development, now under construction, are potential users. A substantial portion of the facility's capacity is reserved for use by occupants of the Business Center or by its successor, the Wayland Town Center development. The expenses of the system, including debt payment for the initial bonding, are borne by revenues from the users and by charges for betterments.

Revenues in fiscal 2006 declined from 2005, while expenses rose, necessitating the use of retained earnings to balance them, leaving, as of June 30, 2006, approximately $200,000 still available. Although the facility is underutilized due to the vacancy of the Polaroid building, the WWMDC changed its minimum rates as of July 1, 2006, so that fiscal 2007 should be closer to balance. In addition, as of December 7, 2006, the Massachusetts legislature approved the Commission's authority to charge fees on the basis of user sewer capacity or actual usage, allowing them to compensate for the loss due to connected but unused lines. This option, if used, would also increase revenues.

As the Public Safety Building and the Town Building are included in the system, the Town shares in the operating cost of the facility. In 2006 this share was 7.5% and in 2007 it is expected to be 6.7%. In FY07 the Commission received a payment of $200,000 from the Wayland Meadows developers and will receive identical payments in FY08 and FY09. Some of these funds will be used to provide a

connecting sewer line to the development property while the remainder add to retained earnings, which are as of March 1 2007, now approximately $420,000.

At present the facility is operating under an expired permit, pending the issuance by the State DEP of another 5 year permit. It is not certain what new conditions this new permit may impose, but in the meantime the WWMDC has decided, since the facility is 35 years old and is aging, that they must proceed with an engineering assessment study and preliminary plans for a renovation of the facility should the study recommend it. As a result $60,000 has been included in purchase of services, and $120,000 included in capital expenditures for initial upgrades if required. The 2008 income is estimated to be sufficient to cover operating expenses and part of the initial assessment study, while the remainder of the study and the projected capital expenditures can be covered by the present retained earnings.

ARGUMENTS IN FAVOR: This article provides sufficient funds for the operation of the facility.

ARGUMENTS OPPOSED: There are none evident.

RECOMMENDATION: The Finance Committee recommends approval. Vote 7-0.

QUANTUM OF VOTE: Majority – see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds – see Massachusetts General Laws Chapter 44, Sections 7 and 8.

For more information about this article, contact Michael DiPietro, Finance Director, at (508) 358-3611, email mdipietro@wayland.ma.us, or Blair Davies, Wastewater Management District Commissioner, at (508) 989-7231, email blairdavies@comcast.net

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ARTICLE 10: COMPENSATION FOR ELECTED OFFICIAL

Proposed by: Board of Selectmen

To determine whether the Town will vote to fix the salary and compensation of the elected Town Clerk pursuant to Massachusetts General Laws Chapter 41, Section 108, at an annual rate of $58,000, through June 30, 2008.

SALARY SCHEDULE – ELECTED TOWN OFFICIALS

	FY 2007	FY 2008
Town Clerk	$67,396	$58,000

FINANCE COMMITTEE COMMENTS: This is a standard article that permits the Town to pay the Town Clerk. The salary of the Town Clerk does not fall within the Personnel Wage and Salary Classification Plan, because it is an elected position. As a result, Town Meeting must approve pay increases for the Town Clerk. Appointed Department heads enjoy benefits not available to elected officials, such as automatic step increases, merit increases that recognize performance, and cost of living adjustments. The only course of action for the Town Clerk is to place an article in the Warrant and a line item in the budget (the article sets the salary, the budget appropriates the monies) calling for a salary increase. The FY2008 salary reflects the retirement of a long-term experienced Town Clerk and the election of a new Town Clerk.

ARGUMENTS IN FAVOR: The salary proposed reflects a fair and, perhaps, minimal compensation for work performed.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any arguments in opposition.

RECOMMENDATION: The Finance Committee recommends approval. Vote: 6-0.

QUANTUM OF VOTE: Majority – see Massachusetts General Laws Chapter 41, Section 108.

For more information about this article, contact John Senchyshyn, Human Resources Director/Assistant Town Administrator, at (508) 358-3623, or email jsenchyshyn@wayland.ma.us.

ARTICLE 11: PAY PREVIOUS FISCAL YEAR UNPAID BILLS

Proposed by: Board of Selectmen *Estimated Cost: Unknown*

To determine whether the Town will vote to:

(a) pay the bills of the prior fiscal years,

(b) appropriate a sum of money for the payment of the foregoing bills of prior fiscal years; and

(c) provide for such appropriation by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing, or otherwise.

FINANCE COMMITTEE COMMENTS: Occasionally, bills are not paid at the end of a fiscal year for a number of reasons, including late submission. At the printing of the warrant there were no known unpaid bills.

ARGUMENTS IN FAVOR: This is a bill for services that the Town has received, and it should be paid.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee defers a recommendation until Annual Town Meeting. Vote: 6-0.

QUANTUM OF VOTE: Four-fifths – see Massachusetts General Laws Chapter 44, Section 64.

For more information about this article, contact Michael DiPietro, Finance Director, at (508) 358-3611, or email mdipietro@wayland.ma.us.

ARTICLE 12: ACCEPT LAW INCREASING REAL ESTATE TAX EXEMPTION AMOUNTS

Proposed by: Board of Selectmen and Board of Assessors

To determine whether the Town will vote to accept the provisions of Section 4 of Chapter 73 of the Acts of 1986, as amended by Chapter 126 of the Acts of 1988, and allow an additional exemption of up to one hundred percent for Fiscal Year 2008.

FINANCE COMMITTEE COMMENTS: This is an annual article that provides for tax exemptions to assist elderly, disabled veterans, and other fixed-income residents. With passage of this article at

each Annual Town Meeting, certain residents may avail themselves of exemptions in the following amounts: $350 for widow/widower; $875 for the blind; $1,000 for the elderly; and $800 for disabled veterans. The title of the Article refers to "Increasing Real Estate Tax Exemption Amounts" because the exemptions listed above are double the amounts in the state statute. This Article does propose an increase over the exemption granted in last year's Article for disabled veterans by $300. This increase was mandated by the State who will be reimbursing the town for the difference. However, the exemption will not result in any taxpayer paying less than the taxes paid in the preceding fiscal year. In FY06, 126 taxpayers were granted exemptions for a total of $136,333 in tax relief.

ARGUMENTS IN FAVOR: This article adds minimal tax burden to each taxpayer and provides needed support to the elderly and certain residents coping with the increasing burden of paying property tax on fixed incomes.

ARGUMENTS OPPOSED: To allow the exemptions to eligible residents, the other taxpayers must pay more tax.

RECOMMENDATION: The Finance Committee recommends approval. Vote:7-0

QUANTUM OF VOTE: Majority – see Section 4 of Chapter 73 of the Acts of 1986.

For more information about this article, contact Molly Reed, Assistant Assessor, at (508) 358-3788, or mreed@wayland.ma.us.

ARTICLE 13: SELL OR TRADE VEHICLES AND EQUIPMENT

Proposed by: Board of Selectmen

To determine whether the Town will vote to authorize the Board of Selectmen to sell or otherwise dispose of the following surplus vehicles, equipment, or other personal property in connection with the purchase of new vehicles, equipment, or other personal property.

Department	Vehicle/Equipment	Year
Highway	Ford F350 One Ton Dump Truck	1996
Highway	Trackless M/T Sidewalk Machine with Attachments	1995
Park & Recreation	Chevrolet Kodiak 90 5-ton dump truck	1990
Park & Recreation	Ford F-350 1-ton dump truck	1995
Park & Recreation	Ford F-350 1-ton dump truck	1996
Park & Recreation	Hustler Compact 52" Rider Mower	1996
Board of Health	Ford Crown Victoria	2000
Water	Case Backhoe	1988
Water	GMC S 15 Jimmy	1988

FINANCE COMMITTEE COMMENTS: This standard article allows the Town to sell used vehicles or other personal property.

ARGUMENTS IN FAVOR: The selling of used property contributes to the Town's general fund.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: 7-0.

QUANTUM OF VOTE: Majority.

For more information about this article, contact Fred Turkington, Town Administrator, at (508) 358-3620, or fturkington@wayland.ma.us.

ARTICLE 14: SELL SURPLUS PARCELS OF TOWN-OWNED LAND

Proposed by: Board of Selectmen

To determine whether the Town will vote to:

(a) instruct the appropriate boards and committees to transfer the care, custody, management and control of the parcels of Town-owned land listed below from the following Town boards and committees to the care, custody, management and control of the Board of Selectmen for the purpose of conveying, selling or otherwise disposing of said parcels of land; and

(b) authorize the Board of Selectmen, with the approval of Town Counsel as to form, to convey, sell or otherwise dispose of the following parcels of land, subject to such restrictions and limitations as the Selectmen deem appropriate.

Location	Custodial Board/Committee	Description/ Title Reference
Oxbow Road	Board of Selectmen	Lot 2A as shown on Plan No. 19 of 2007 recorded with the Middlesex South Registry of Deeds
19 and 21 Garden Path	Board of Selectmen	Lot 25 and Lot 26 as shown on Land Court Plan 7010H a copy of which is filed in the Land Registration Office at the Middlesex South Registry of Deeds in Registration Book 590, Page 10, with Certificate of Title No. 91960
Lakeshore Drive	Board of Selectmen	Lots 86, 87 and part of Lot 88 as described in the deed dated January 31, 1955 and recorded with the Middlesex South Registry of Deeds in Book 8455, Page 271
Charles Street	Park and Recreation Commission	Lots 2, 3 and 4 as shown on Plan No. 958 (C of 3) of 1950 recorded with the Middlesex South Registry of Deeds in Book 7591, Page 46
Woodland Road	Board of Selectmen	As described in the deed recorded with the Middlesex South Registry of Deeds in Book 9660, Page 408

See Maps at APPENDIX D

FINANCE COMMITTEE COMMENTS: Passage of this article will allow the Selectmen to sell the identified parcels currently owned by the Town, which have been deemed surplus by the boards that have custodial control over their respective parcels. Parcels in four of these locations have been generally obtained over the years from tax title collection activity. These are small parcels, which might only have value to the property's abutters, and only one location may be considered a "buildable" lot if combined. The Selectmen have begun contacting the abutters of these small parcels and will begin the sale process subject to approval of Town Meeting. For the other parcel, commonly referred to as the Nike site, town meeting action is required for the Selectmen to transfer the parcel to the development team identified to construct the housing project, as envisioned by previous town meeting votes.

ARGUMENTS IN FAVOR: These parcels are deemed surplus and should be sold. Also, given the Town finances, this is a financially sound decision. Transferring and then selling the Nike site parcel will allow that project to continue.

ARGUMENTS OPPOSED: It could be argued that these parcels should not be sold and should be designated for alternative municipal use, although most of these parcels are too small and have no value other than perhaps to the abutter. It is also unclear how much value will be realized from the sale of these parcels.

RECOMMENDATION: The Finance Committee recommends approval. Vote: 7-0.

QUANTUM OF VOTE: (a) Two-thirds – see Massachusetts General Laws Chapter 40, Section 15A.
(b) Majority – see Massachusetts General Laws Chapter 40, Section 3.

For more information about this article, contact Fred Turkington, Town Administrator, at (508) 358-3620, or fturkington@wayland.ma.us.

ARTICLE 15: PERSONNEL BYLAWS AND WAGE AND CLASSIFICATION PLAN

Proposed by: Personnel Board

To determine whether the town will vote to amend the Code of the Town of Wayland, Chapter 43, PERSONNEL and the Personnel Wage and Salary Classification Plan (Appendix E) previously adopted by the Town by making the following additions, deletions modifications thereto, and by establishing effective dates for such amendments.

Note: Additions are identified in bold type; deletions are identified by strikethroughs. Only changes are included.

Chapter 43 - PERSONNEL

§ 43-9. Annual leave.

B. Schedule for earning leave days.

(1) The schedule for earning leave days is as follows:

(a) For 13 leave days per year: ~~one day each 20 regularly scheduled working days~~.
1.0833 days per month

(b) For 19 leave days per year: ~~one day each 13.7 regularly scheduled working days~~.
1.5833 days per month

~~(c)~~ For 25 leave days per year: ~~one day each 10.4 regularly scheduled working days.~~ **2.0833 days per month**

(3) Regular part-time employees will earn days at the same rate, i.e., calculated on the number of **hours worked divided by the full-time schedule** ~~days worked~~, provided that they work at least 20 hours per week.

C. Use of annual leave.

(3) ~~All regular part-time employees who work less than the standard full-time hours per week shall receive that portion of leave time based on the average number of hours worked the 3 months preceding the leave year, and the years of service for determining leave time will be the same as for full-time employees.~~

§ 43-11. Sick leave.

i. Each permanent employee in benefit status shall accumulate sick leave for personal illness at the rate of **1.0833 days per month for a total of 13 days per year** ~~one day for each four weeks of service~~, unless other-wise provided in a collective bargaining agreement. …

FINANCE COMMITTEE COMMENTS: This article is requesting Town Meeting to approve changes to the Wage and Classification Plan and to the Town Bylaws related to Personnel.

The Wage and Classification Plan allows for systematic wage increases based on employee longevity and provide for a reasonable wage growth. The Wage Classification Tables, as included in this warrant, incorporate the salary increases for all employees as of July 1, 2006 and the proposed salary increases for July 1, 2007 for non-union employees and those union employees in bargaining units with executed labor contracts. Salary schedules for fiscal 2008 are not available as labor contracts have not been negotiated and no increases for non-union employees have been approved. However, the salary schedules for specified non-union part-time workers are included with an increase of 2%, which is included in the Town's 2008 operating budget. In fiscal 2007, these employees received no increase. This increase affects about 50 employees, many who only work on a sporadic or limited basis. The total cost of this increase should not exceed $10,000. Note: only non-union positions are required to be shown in the warrant. Traditionally, union positions are included for informational purposes only.

Chapter 43 of the Town Bylaws deals with Personnel. This article amends Chapter 43-9 regarding how annual and sick leave are calculated. In fiscal 2007, the Town implemented MUNIS, a new accounting and payroll system. MUNIS calculates leave based on a rate per month worked as opposed to the previous system, which calculated leave on days worked. This article changes the bylaw to match how the payroll system accrues leave. The new schedule does <u>not</u> change the amount of leave granted to employees.

ARGUMENTS IN FAVOR: The Wage and Salary Classification Plan allow for systematic increases based on employee evaluations and longevity and provide for reasonable salary growth given current economic conditions. Changes to the union schedules are required to reflect new salary levels that

result from the executed union contracts, and changes to the non-union salary schedules reflect increases comparable to the union negotiated increases.

The change in the bylaw to match MUNIS' method for calculating leave is purely an administrative change that has no impact on the amount of leave granted to employees.

ARGUMENTS OPPOSED: The salary increases may be considered too high given the Town's current financial situation. The Finance Committee is not aware of any argument opposing the change to the Personnel Bylaw.

RECOMMENDATION: The Finance Committee recommends approval. Vote: 7-0.

QUANTUM OF VOTE: Majority – see Massachusetts General Laws Chapter 41, Section 108A.

CONSISTENCY WITH LAW: It is the opinion of Town Counsel that the foregoing by-law amendment is consistent with Massachusetts and federal law.

For more information about this article, contact John Senchyshyn, Human Resources Director/Assistant Town Administrator, at (508) 358-3623, or jsenchyshyn@wayland.ma.us.

ARTICLE 16: SET ASIDE COMMUNITY PRESERVATION FUNDS FOR LATER SPENDING

Proposed by: Community Preservation Committee *Estimated Cost: $315,000*

To determine whether the Town will vote to set aside for later spending annual revenues in the Community Preservation Fund for open space, but not including land for recreational use, for historic resources, and for community housing; and determine the amounts of such revenues to be set aside for later spending for said purposes.

FINANCE COMMITTEE COMMENTS: The Community Preservation Fund, authorized by Town vote in 2001, is funded by a 1.5 percent addition to the real estate tax. The Fund is administered by the Community Preservation Committee, which identifies and evaluates projects as appropriate and brings them to the Town's notice. No funds can be spent without Town meeting approval.

Each year, as required by state law, we vote to set aside funds in each of the following categories: open space (not including for recreational purposes), historic resources, and community housing.

ARGUMENTS IN FAVOR: The set aside of $105,000 for each of the three categories listed above is required by state law. Future town meeting action is required to expend these funds for a specific project.

ARGUMENTS OPPOSED: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval. Vote: 6-0.

QUANTUM OF VOTE: Majority – see Massachusetts General Laws Chapter 44B, Section 6.
For more information about this article, contact Jerome Heller, Chairman of the Community Preservation Committee, at heller.j@comcast.net.

ARTICLE 17: RESCIND AND ANNUL VOTE UNDER ARTICLE 17 OF THE 2006 ANNUAL TOWN MEETING WARRANT

Proposed by: Petitioner

To determine whether the Town will vote to rescind and annul its vote under Article 17 of the warrant for the 2006 Wayland Annual Town Meeting to accept the provisions of Massachusetts General Laws Chapter Laws 32B, Section 18.

PETITIONERS' COMMENTS: The retirees of the Town of Wayland believe that the option of having a choice of health insurance denied to them breaks a trust and understanding of over fifty years. Without any bargaining or negotiations, a benefit has been removed. To quote Abraham Lincoln, "You must remember that some things that are legally right are not morally right."

FINANCE COMMITTEE COMMENTS: In April, 2006 the Town voted at town meeting to adopt Chapter 32B, Section 18 of the M.G. L. which requires retirees and spouses eligible for Medicare Part A, either through the retirees own earnings or those of a spouse, to enroll in Medicare Part B and enter a senior supplemental plan.

Spiraling health insurance costs is the most significant budget issue for cities and towns across the Commonwealth. In Wayland, recent proposition 2 ½ overrides have been largely driven by escalating health insurance premiums with the retiree portion the fastest growing line item. By adopting Chapter 32B, Section 18 the Town may realize potential estimated savings in the first year of $127,401 to $67,406 depending on the senior supplemental plans chosen by retirees. Based upon an independent actuarial study conducted by the Town, retirees out of pocket health insurance costs will not be adversely impacted by the adoption of this plan.

Town Counsel has advised that the Petitioners' proposed rescission of the 2006 Annual Town Meeting vote to accept the provisions of Massachusetts General Laws Chapter 32B, Section 18 is prohibited by state law. The procedure for rescission of local option statutes (i.e., a law that applies to town only if accepted by the town) previously accepted by a town is set forth in Massachusetts General Laws Chapter 4, Section 4B. This law expressly provides that it is not applicable to any actions taken under Massachusetts General Laws Chapter 32B. The Town's acceptance of Chapter 32B, Section 18 was such an action. Additionally, Chapter 4, Section 4B provides for a three-year waiting period before a town may rescind its acceptance of a local option statute. Where only one year has passed since the Town accepted Massachusetts General Laws Chapter 32B, Section 18, the rescission of its acceptance would be premature as a matter of law.

ARGUMENTS IN FAVOR: The Finance Committee is not aware of any arguments in favor of this article.

ARGUMENTS OPPOSED: Under M.G.L. Chapter 4, section 4B, recession of Article 17, Accept Law Re: Transfers of Retirees to Medicare Extension Plan that passed at the 2006 Annual Town meeting is prohibited due to a required three year waiting period following the adoption of any M.G.L. Chapter 32B actions.

Spiraling health insurance costs is the most significant budget issue that the Town is facing and the retiree Medicare extension plan will help to reduce this burden.

As supported by the independent actuarial study most, if not all retirees will not incur higher health care insurance costs under the adopted plan.

RECOMMENDATION: The Finance Committee recommends against approval. Vote: 0-7

QUANTUM OF VOTE: Majority – see Massachusetts General Laws Chapter 4, Section 4B.

For more information about this article, contact David Hatfield at (508) 358-2857.

ARTICLE 18: TRANSFERRING TOWN EMPLOYEES PENSIONS TO THE PUBLIC EMPLOYEES' RETIREMENT ADMINISTRATION COMMISSION

Proposed by: Board of Selectmen

To determine whether the Town will vote to authorize the Board of Selectmen to petition the General Court of the Commonwealth of Massachusetts to enact a special act providing for the Town of Wayland to:

(i) cease all pension contributions made to the Middlesex Retirement System on behalf of active Town employees;
(ii) withdraw from the Middlesex Retirement System;
(iii) join the Public Employees' Retirement Administration Commission;
(iv) transfer funds on deposit with the Middlesex Retirement System from the Town of Wayland and its active employees to the Public Employees' Retirement Administration Commission;
(v) continue pension benefits for all former Town of Wayland employees currently retirement eligible to receive current and future pension benefits through the Middlesex Retirement System, and;
(vi) make provision for all Town of Wayland employees who retire in the future to receive pension benefits through the Public Employees' Retirement Administration Commission.

FINANCE COMMITTEE COMMENTS: Wayland has been bound to the Middlesex Retirement System since 1946, when state legislation required all communities with populations under 12,000 join the county retirement systems. In 1997, the legislature abolished Middlesex County but allowed the county retirement system to remain. Middlesex Retirement System (Middlesex) manages around $700 million of pension assets, approximately $25 million of which is allocated for current and retired employees of the Town of Wayland. This article allows Wayland to petition the Massachusetts legislature to leave the Middlesex Retirement System (Middlesex) and join the Massachusetts state system (Pension Reserves Investment Management Board or PRIM).

ARGUMENTS IN FAVOR: PRIM, which handles investments for state employees, public school teachers, and for part or all of various county, city and town pensions, has $43 billion in assets under its control. The vast size of the state fund (PRIM) allows economies of scale, access to the best money managers, and more sophisticated investments that are unavailable to smaller funds. PRIM is also recognized for its broad diversification and professional staff. These advantages equate to superior investment returns which reduce the annual contribution for its city and town members. Had the Middlesex portfolio been a part of PRIM during the last decade, the Middlesex pension fund would have earned an additional $158.6 million. Wayland's share of that would have been approximately $6 million. Wayland has seen its annual pension contribution rise from $1,097,575 in FY2001 to $2,490,000 in FY2008. This increase is partly a result of inferior investment returns for the Middlesex portfolio.

Over the last few years, Middlesex has been investigated by the Public Employee Retirement Administrative Commission (PERAC) for a series of investment and conflict of interest problems. In April 2006, PERAC appointed an overseer to Middlesex after receiving a highly critical report from State Inspector General Gregory Sullivan. The Inspector General testified in October of 2006 that "certain actions taken or failures to act by Middlesex board members may represent breaches of fiduciary duty." Under pressure, Middlesex voted on November 27, 2006 to temporarily transfer management of most of its $700 million portfolio to PRIM. In three years, Middlesex will resume active management of its assets.

Wayland has very little ability to impact the management of its pension assets even in the face of issues confronting Middlesex. Middlesex is governed by a five member board. Wayland and other member towns in the Middlesex system can only vote for one of the five membership positions. The Town Treasurer is the one individual authorized to vote on his/her town's behalf. By state law, neither the Selectmen, Finance Committee, nor Town Administrator can instruct the Treasurer on how to vote. The majority vote of Middlesex's 31 city/town Treasurers and 37 District units (regional schools, housing authorities, water supply districts, etc.) elects one of the five governing positions. Three members of the Middlesex board are voted by municipal unions. The final board position is voted by the four elected members.

A recent report on Massachusetts' county, city, and town pension funds by the Pioneer Institute concluded that "the vast majority of local boards under perform PRIM's fund by significant margins, imposing a significant burden on the municipalities (and taxpayers) that must make up the shortfall."

It is in the best interest of the taxpayers, as well as current and former employees, that the Town transfer its pension assets to PRIM.

ARGUMENTS OPPOSED: Currently, Wayland is able to exert a slight amount of influence in Middlesex through its right to vote for one of the five board members. This would be forfeited.

Even though PRIM's investment returns have been superior to those of Middlesex over the last five, ten and twenty years, there is no guarantee that this will occur in the future.

The possibility exists that the Massachusetts legislature will not approve the transfer. We are not aware of any cities or towns that have petitioned the legislature to leave Middlesex.

RECOMMENDATION: The Finance Committee recommends approval. Vote: 7-0

QUANTUM OF VOTE: Majority – see Massachusetts Constitution Amendment Article 2, Section 8 (1).

For more information about this article, contact John Senchyshyn, Human Resources Director/Assistant Town Administrator, at (508) 358-3623, or jsenchyshyn@wayland.ma.us.

ARTICLE 19: ACCEPT GIFTS OF LAND

Proposed by: Board of Selectmen

To determine whether the Town will vote to accept real property or interests in real property which have been tendered to it as a gift, by devise, or otherwise.

FINANCE COMMITTEE COMMENTS: This standard article allows the Town to accept gifts of land. At the time of the printing of the Warrant, there were no known gifts of land.

ARGUMENTS IN FAVOR: Acquisition of land by the Town gives the Town more control over the use of such land.

ARGUMENTS OPPOSED: Land given to the Town may result in a slight loss of taxable real estate.

RECOMMENDATION: The Finance Committee defers recommendation until Annual Town Meeting. Vote: 7-0.

QUANTUM OF VOTE: Majority.

For more information about this article, contact Fred Turkington, Town Administrator, at (508) 358-3620, or fturkington@wayland.ma.us.

ARTICLE 20: FLOOD MITIGATION FEASIBILITY STUDY

Proposed by: Petitioner *Estimated Cost: $22,000*

To determine whether the Town will vote to appropriate $22,000 to be expended by the Board of Selectman or the Road Commissioners to contract with an engineering consulting firm to conduct an engineering feasibility study – including research, investigation, and field work – to be completed by October 1, 2007, of one or more options to mitigate the effect of the periodic flooding attributable to the Sudbury River along a stretch of Pelham Island Road, approximately 0.6 miles in length, and to determine whether such appropriation shall be by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing, or otherwise.

PETITIONERS' COMMENTS: There have been five major floods along Pelham Island Road in the past thirty years, completely isolating the neighborhood of about 200 residents. In the past, the National Guard has manned a fleet of trucks to provide transportation to residents of the "island." The National Guard has indicated that, with the on-going situation in the Middle East, they may not be able to support Wayland's needs in the foreseeable future. During floods, firefighters and an engine are stationed on the island. These EMT/firefighter crews and the engine are then not available to respond to emergencies elsewhere in Wayland. Emergency and mail services are very limited during floods. Significant delays in emergency response put all residents at personal risk, including the ill, elderly, and children. School buses are unable to pick up and drop off children near their homes; this creates a security risk. The town may have liability exposures.

FINANCE COMMITTEE COMMENTS: Existing road elevations along Pelham Island Road are such that flooding of the road occurs with some regularity. There have been five major floods in the past thirty years and perennial lesser floods. Floods cost the Town in terms of services and road repairs and place the neighborhood at elevated risk in an emergency. Flood mitigation offers an opportunity to address many of these concerns.

The bridge over the Sudbury River was scheduled for replacement by the state; however, this project has been put on indefinite hold as of September 2006. The new bridge as currently designed will not, in itself, alleviate the access problems during major floods.

This article would provide funding for a consultant to conduct a flood mitigation feasibility study including an existing conditions survey, a site feasibility study and options memo, and town costs to support expected police details.

This article is supported by both the Wayland Police and Fire Departments

ARGUMENTS IN FAVOR: Mitigation of the flooding over Pelham Island Road will eliminate or reduce:

- The probability and frequency of the Pelham Island neighborhood being isolated.
- The risk to life and property.
- The risk to schoolchildren who use the town school buses.
- The need for a Wayland fire crew and engine to be stationed on the "island" for about two weeks.
- The need for town owned or rented military-style transports and their crews for two-week periods.
- The need to make special arrangements with neighboring towns to provide emergency services.

FEMA is sponsoring hazard mitigation programs all around the country to identify and resolve problems associated with floods and other natural disasters. Wayland is participating in this program along with 27 other contiguous MetroWest communities. The current planning process for the MetroWest region is scheduled for completion early in 2008. If a solution to Wayland's flooding problem is found and if mitigation of the problem is given a high priority by the region, there may be grants available for design, engineering, and construction in 2008 or later. But first the town needs to conduct a feasibility study.

ARGUMENTS OPPOSED: Only state agencies are eligible to apply for FEMA funds. Wayland, like any other community, will be competing for limited federal funds; and there is no certainty that FEMA will fund any solution resulting from the proposed feasibility study. In the event a mitigation project is approved by FEMA, the town would have to contribute at least 25 percent to the total cost of the project. The town cannot afford $22,000 to fund a study that may find no feasible and fundable solutions for flooding on land, some of which is owned by the federal government.

RECOMMENDATION: The Finance Committee recommends approval. Vote: 6 in favor, 1 opposed subject to the following conditions: (1) the expenditure of funds must be used specifically for the development of a defined mitigation plan to preserve the accessibility of the Pelham Island road during flooding and (2) the contract award for the engineering feasibility study must be done by a formal competitive bid process.

QUANTUM OF VOTE: Majority – see Massachusetts General Laws Chapter 40, Section 5, and Chapter 44, Section 33B. For borrowing, two-thirds – see Massachusetts General Laws Chapter 44, Section 7.

For more information about this article, contact Gary Slep at (508) 358-2478 (9 a.m. to 5 p.m.) or email vgslep@comcast.net.

ARTICLE 21: INTER-MUNICIPAL AGREEMENT WITH THE TOWN OF NEEDHAM FOR THE USE OF CERTAIN YARD WASTE EQUIPMENT

Proposed by: Board of Health

To determine whether the Town will vote to authorize the Board of Health to enter into an inter-municipal agreement with the Town of Needham for the use of certain yard waste equipment owned by the Town of Needham.

FINANCE COMMITTEE COMMENTS: This action would allow the Board of Health to enter into an agreement with the Town of Needham for the use of their equipment for brush and soil screening twice a year. This agreement will be written for two very specific pieces of equipment and should cover liability, breakage and damage terms. Needham's by-laws require that an inter-municipal agreement be formalized. A Wayland town vote is needed before any written agreement with rates and conditions can be determined. Recent rental of similar equipment from private companies was substantially more costly.

ARGUMENTS FOR: This agreement will allow us an estimated savings of $3,000 a year for the rental of similar equipment. This is a great opportunity to share costs with other towns.

ARGUMENTS AGAINST: The Finance Committee is not aware of any.

RECOMMENDATION: The Finance Committee recommends approval Vote: 6-0

QUANTUM OF VOTE: Majority – see Massachusetts General Laws Chapter 40, Section 4A.

For more information about this article, contact Steve Calichman, Director of Public Health, at (508) 358-3617 or scalichman@wayland.ma.us.

ARTICLE 22: ACQUISITION OF OPEN SPACE PARCEL OF LAND ON RESERVOIR ROAD

Proposed by: Conservation Commission *Estimated Cost: $235,000*

To determine whether the Town will vote to:

a.) authorize the Board of Selectmen, with the approval of Town Counsel as to form, to acquire by purchase, gift or otherwise, the fee or any lesser interest in the parcel of land located on Reservoir Road, comprised of seven acres, more of less, (the Parcel) being a portion of the property shown as Lot 15-6 on a plan entitled "Subdivision No. 15 Woodridge in Wayland, MA", dated November 30 ,1956, and recorded with the Middlesex South Registry of Deeds, Plan No. 545 of 1957 (the "Parcel"), for open space purposes, subject to a perpetual conservation restriction to be held by. the Sudbury Valley Trustees, Inc. ;

b.) appropriate a sum of money to be expended by the Board of Selectmen for the acquisition of the Parcel; and

c.) determine whether said appropriation shall be provided by taxation, transfer from unappropriated available funds, transfer from available funds appropriated for other purposes, by borrowing, or

otherwise, provided not more than $235,000.00 of the funds so appropriated shall be transferred from the Community Preservation Fund.

FINANCE COMMITTEE COMMENTS: The land in question under this article is property abutting the present Town and Sudbury Valley Trustees owned land at Hamlen Woods, along Rice Road, which would extend the holdings up almost to Reservoir Road, and through an easement, would provide access for maintenance from Reservoir Road. Presently undeveloped, and containing a considerable percentage of wetlands, the parcel will be created by subdividing it from a larger parcel owned by Elizabeth Moon, the widow of Kenneth Moon, a long time member of the Wayland Conservation Commission. The Moons have cared for the property for over 40 years and it is in good condition, providing a wildlife habitat, with walking paths in place. The price has been negotiated on the basis of an average between two independent appraisals of $230,000 and $240,000.

The Town will purchase and will own the land, but under the terms of an agreement between the SVT and the Town, whereby the Town grants the SVT a perpetual conservation option, any cost of maintenance and monitoring the property would be borne by the SVT. This arrangement also provides the maximum assurance against any alternate use of the land in the future

The Community Preservation Committee voted unanimously to provide the funds for the purchase. The available balance in the CPA fund as of December 31 2006 was $3,700,000.

ARGUMENTS IN FAVOR: In Wayland's 1995 Open Space and Recreation Plan the Conservation Commission identifies this property as a high priority for preservation. Its purchase would expand the present 123 acres of Hamlen Woods and would provide additional scenic vistas and natural walking area up the hill toward Reservoir Road. As the property will not front on Reservoir Road, but will have access for maintenance only, there should be little or no additional parking along that road. As the SVT will maintain the property the Town will not have any continuing costs. It will be a valuable addition to one of the most visited conservation areas in Wayland.

ARGUMENTS OPPOSED: This would remove the property from the tax rolls.

RECOMMENDATION: The Finance Committee recommends approval (6-0).

QUANTUM OF VOTE: Two-thirds for an appropriation of funds to acquire land and for borrowing– see Massachusetts General Laws Chapter 40, Section 14 and Chapter 44, Section 7. Majority to acquire land by gift.

For more information about this article, contact Jerome Heller, Chairman of the Community Preservation Committee, at heller.j@comcast.net, or Megan Lucier at (508) 358-0092, mmlucier@comcast.net.

ARTICLE 23: RESOLUTION TO PROTECT WAYLAND DRINKING WATER

Proposed by: Petitioners

To determine whether the Town will vote to endorse the following Resolution:

WHEREAS the Wayland Water Department is the public water supplier, and

WHEREAS Wayland's sole source of drinking water is municipal wells, and

WHEREAS each well has a Zone I protective radius, and

WHEREAS public water suppliers are required to own or control Zone I, and

WHEREAS the 2002 Source Water Assessment Program (SWAP) report of Massachusetts Department of Environmental Protection (DEP) recommended that all non-water supply uses and activities be removed from Zone I, to the extent possible, and

WHEREAS inappropriate uses and activities continue in Zone I of Happy Hollow Wells, threatening the public water supply, and

WHEREAS testing reflects deteriorating quality in the public water supply,

BE IT THEREFORE RESOLVED THAT TOWN MEETING ENDORSES THE CREATION OF A WATER DEPARTMENT ACTION PLAN AND TIMELINE TO IMPLEMENT DEP'S ZONE I RECOMMENDATIONS TO PROTECT WAYLAND'S WATER SUPPLY.

PETITIONERS' COMMENTS: Town code provides for town meeting warrant articles in the form of resolutions. Decades of New England town meeting tradition encourage discussion, public education and consensus about issues of great concern. Resolution topics range widely, from national to local: war, civil liberties, environmental protection, public health, property taxes, hurricane relief, etc.

This constructive resolution is based on DEP's 2002 SWAP recommendations for protecting Wayland's water supply. Benefits of proactive drinking water source protection include better management practices, improved water quality, cost savings, reduced contamination risks, and enhanced quality of life and real estate values.

Last fall, petitioners expressed public water supply concerns to town officials. Since then, prompted by citizen action, DEP took several important steps to protect two of the Town's eight wells. This resolution encourages further application of DEP's SWAP recommendations, where feasible, towards creating an updated, comprehensive plan and timeline to protect all zone I protection areas.

FINANCE COMMITTEE COMMENTS: The Source Water Assessment Program (SWAP), established under the federal Safe Drinking Water Act, requires every state to inventory land uses within the recharge areas of all public water supply sources, assess the susceptibility of drinking water sources to contamination from these land uses and publicize the results to provide support for improved protection. The 2002 SWAP report to the Massachusetts Department of Environmental Protection (the "MassDep") included a description of the Wayland Water System, the land uses within Protection Areas and Source Water Protection conclusions and recommendations. The SWAP report is an informational tool and has no town monitoring, treatment or reporting requirements.

A well's water supply protection radius is the land around the well where protection activities should be focused. The wells for the Wayland Water Department are located within four separate water supply protection areas that include eight wells. They are the Campbell and Chamberlain wells located in North Wayland, The Baldwin Pond wells off Rte 27 and Glezen Lane, and the Happy Hollow Wells near Wayland High School. Each well has a Zone I and Zone II protective radius. The Drinking Water Regulations of Massachusetts, 310 CMR 22.02 states that "Zone I means the protective radius required around a public water supply well or wellfield. For public water supply wells with approved yields of 100,000 gallons per day (gpd) or greater, the protective radius is 400 feet". Zone II means the primary recharge area for the aquifer. This area is defined by hydrogeologic studies that must be approved by the MassDep.

ARGUMENTS FOR: Proponents argue that more education and better planning is needed to protect Wayland's water supplies and improve water quality. A more thorough and updated protection plan helps protect public health and is good for town fiscal fitness. It would reduce monitoring costs through the MassDep Waiver Program. It could help reduce other costs such as contamination clean-ups, water treatments and water purchases due to the need of new sources.

ARGUMENTS AGAINST: Many public water supplies were developed prior to the MassDep regulations and could contain non-water supply activities such as homes, recreation fields, roads and businesses.

Water supply regulations and management are complex areas of town business and impact not only current land use but future developments.

This resolution is redundant in light of the MassDEP's recent request for a plan and timeline to address Wayland's Zone 1 protective radiuses. Wayland also has a Watershed Protection Plan developed after the 2002 MassDep SWAP report was published. This plan can be updated and implemented without the need for a town vote. A town vote should only be needed for matters of law and not for procedural items.

Finally, Resolutions presented at Town Meetings are advisory only and do not constitute any commitments that warrant action by the town. Petitioners' articles that dictate operational procedures and policies of town departments should not be approved at Town Meetings.

RECOMMENDATION: The Finance Committee voted subject to petitioners changing the word **endorses** to **encourages** in the submitted article. The vote was split 3-3 and therefore we do not recommend approval.

QUANTUM OF VOTE: Majority

For more information about this resolution, refer to DEP's SWAP report at http://www.mass.gov/dep/water/drinking/3315000.pdf, Wayland Water Department's website www.waylandwater.com, 310 CMR 22.00 Drinking Water regulations, or contact Linda Segal at (508) 655 0724.

WARRANT ARTICLE PROCESS: Guide for Petitioners

Citizens have the right to submit articles for consideration by the Town meeting. Such articles must be in writing and signed by ten or more registered voters for Annual Town Meeting (ATM) or 100 or more registered voters for Special Town Meeting (STM), using the attached form. All petitioners' articles must be submitted by December 15th for ATM or by the date stated for submission of articles for STM. All petitioners' articles having the required number of qualified signatures must be included in the Town meeting Warrant by state statute.

The Board of Selectmen and the Finance Committee encourage citizens to work with appropriate Town boards to achieve their goals whenever possible before submitting petitioners' articles.

ATM Time Line and Process

Date	Action	Responsibility
Late November	*Hold a workshop for citizens interested in submitting petition for Annual Town Meeting.* Potential articles and the submission process may be discussed with the Selectmen and experienced volunteers.	Board of Selectmen
December 15, 4:30	*Submit petitioners' articles for Annual Town Meeting (on computer disk if possible)* Articles are collected and numbered, and copies are given to the Board of Selectmen, Finance Committee, Moderator, and Town Counsel. Petitioners are encouraged to provide comments, arguments in favor, and arguments against their articles at the time of submission.	Town Administrator
January - Mid-March	*Review articles, determine their order, vote positions on most articles; may meet with petitioners* The Board may discuss substantive articles with petitioners or attend the Finance Committee's meeting with petitioners.	Board of Selectmen
January - Mid-March	*Study each petitioner's article and prepare a report for the Warrant* The Committee meets with petitioners to discuss their article. They may explore alternative means for accomplishing the article's objective. A member of the Committee is assigned to the article to prepare a report for the Warrant, including pro and con arguments and the Committee's recommendation.	Finance Committee
January - Mid-March	*Meet with Finance Committee and/or Board of Selectmen to discuss article; write report of no more than 150 words to be printed in the warrant if desired and if the Finance Committee prepares a report.* Such discussions help to identify issues that require further work on the part of the petitioner as well as to identify arguments for and against passage.	Petitioners
January - Mid-March	*Review articles for form and legal correctness, add required legal citation(s), indicating the quantum of vote required for Passage*	Town Counsel
Approximately 7 days prior to ATM	*Attend a warrant article hearing.* Petitioners should attend this hearing to review their warrant articles.	Selectmen with Moderator and Finance Committee
ATM	*Move the article and make a brief presentation on the merits of the article* Movers of articles have a limited amount of time to explain and present arguments in favor of passage of the article (currently 10 minutes). This presentation is made at the procedural (center) microphone. Petitioners may prepare handouts and slides. If the motion differs substantially from the article printed in the warrant, printed copies should be prepared for the moderator and made available for people attending Town Meeting.	Lead Petitioner
ATM	*Consider each article at Annual Town Meeting* Citizens are encouraged to debate the merits of articles, ask questions, and make amendments when appropriate. Amendments should be legibly written for submission to the moderator and made available to people attending Town Meeting.	Town Meeting attendees

INSTRUCTIONS FOR COMPLETING PETITIONERS ARTICLE FORM

Lead Petitioner: The lead petitioner will serve as spokesperson for the article and will be the contact for the Finance Committee and the Board of Selectmen, and by the Planning Board if the petition is a zoning issue.

Date Received: The date received will be stamped on the petition when it is received by the Town Administrator and forwarded to the Town Clerk for certification.

PETITIONERS ARTICLE FOR WAYLAND TOWN MEETING

LEAD PETITIONER_____ DATE RECEIVED_____

DAY PHONE_____ EVENING PHONE_____

TITLE_____

TOWN BOARD/DEPARTMENT AFFECTED BY ARTICLE_____

ESTIMATED COST_____

ARTICLE: To determine whether the Town will vote to

Add comments and pro and con arguments on the next page. Thank you.

#	Print Name Legibly	Signature	Print Street Address
1			
2			
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PETITIONERS ARTICLE FOR WAYLAND TOWN MEETING
Page 2

COMMENTS

PRO ARGUMENTS

CON ARGUMENTS

APPENDIX A

THE MODERATOR'S RULES AND REGULATIONS GOVERNING WAYLAND'S TOWN MEETINGS

The following information may help you to participate fully in Wayland's town meetings, which have been held each year since 1639:

I. The Warrant

This booklet, which includes the Warrant for Wayland's Town Meeting, was compiled by the Selectmen and served upon all residents by mail and by posting on the Town's signboards, at the Town Building, the Library at Wayland Center, the Cochituate Fire Station or the Cochituate Post Office and the Happy Hollow School. It contains the agenda of the subjects to be acted upon (articles), including the omnibus budget proposed, if this is an annual meeting, the report and recommendations of the Finance Committee upon each article and additional information concerning the finances and administration of the Town to help us formulate our votes.

No action of this Town Meeting will be valid unless it shall have been taken under an article set forth in the Warrant.

Each article will be considered in the order in which it appears on the Warrant, unless the meeting shall have voted to do otherwise by a two-thirds vote.

II. The Voters

A. All residents of Wayland, who have been duly registered as voters, are urged to attend, participate, debate and vote at all annual and special town meetings subject to laws of the Commonwealth of Massachusetts, the By-Laws of the Town and these rules and regulations.

B. All other persons, including members of the press, may attend and observe Wayland's town meetings so long as they remain seated in the special section reserved for non-residents, unless the Moderator shall have authorized them to sit among the registered voters. And see paragraph IV.B.3 below.

C. A registered voter may bring his or her child(ren) to sit among the voters so long as the child(ren) sit(s) quietly beside his or her parent at all times.

III. The Moderator

The Moderator is elected by ballot for a three year term at the annual election of town officers to preside at all Town meetings during his or her term of office and is authorized by state law to regulate the proceedings, decide all questions of order and make public declaration of all votes, subject to the By-laws that Wayland has enacted to regulate the proceedings of town meetings. All rulings of the Moderator are final.

IV. The Meeting

A. The Call to Order

1. The Moderator will call each session of town meeting to order at 7:30 p.m., or as soon thereafter as the Town Clerk has determined that a quorum of one hundred registered voters has been checked into the hall.

2. The Moderator will announce the number of each article about to be considered and invite a motion thereunder; the Moderator will omit the reading of the articles, unless a MAJORITY of the meeting shall vote otherwise.

B. To Address the Town Meeting

1. No person may address a town meeting until and unless he or she shall have been recognized by the Moderator. All persons shall, at the request of the Moderator, be silent.

2. All persons, who wish to be recognized, shall approach one of the three microphones placed at the front of the room, which most closely reflects the purpose for which they seek recognition:

a. The Procedural Microphone (in the middle) will be available to those who have been recognized by the Moderator and wish to offer:

1) The main motion under the article being considered and a presentation in support thereof;

2) The principal presentation in opposition to the main motion. See paragraph IV.C.2.a below;

3) An amendment to a main motion;

4) A question seeking information or guidance from the Moderator as to procedure, including a point of order;

5) An answer to a question seeking information; and

6) A point of order or procedural motion, such as:

a) a motion to terminate debate;

b) a motion challenging the Moderator's declaration of a vote;

c) a motion questioning the presence of a quorum; and

d) a motion to adjourn.

b. The "Pro" Microphone will be available to those persons recognized by the Moderator who wish to speak in support of a motion on the floor.

c. The "Con" Microphone will be available to those persons recognized by the Moderator who wish to speak in opposition to a motion on the floor.

The Moderator will normally recognize those persons, who are standing behind or seated near each microphone in a single file, in the order of their entry into that file, alternating between the Pro and the Con mikes; but reserves the right to recognize any person at any time, including a person who has not approached a mike, a person who is handicapped or a person who has risen to a point of order. Any person whose remarks are

not consistent with the purpose of the microphone that he has been permitted to use, shall yield the floor upon request of the Moderator.

3. If a person, who has not registered to vote, seeks permission to address the meeting, the Moderator will ask whether there are any objections. If there are any, he will immediately call for a voice vote. If the majority shall vote to hear the non-resident, the Moderator will give him/her the floor.

C. The Debate

1. When you have been recognized by the Moderator, address the Chair as follows: "Mr. Moderator, I am (Name) of (Street Address)." Then proceed as follows:

a. "I move that . . .";

b. "May I ask you . . ."; or
"May I ask through you (then state the question which you want a board, official, or previous speaker to answer);

c. "I rise to a point of order"; or

2. Once you have been recognized, you may offer any motion, amendment, argument, comment, suggestion or question relevant to the article then under consideration, unless the Moderator shall have authorized debate or invited comments upon subjects not listed in the Warrant; but

a. Any person who wishes to offer the principal presentation in support of, or in opposition to, the main motion under an article, must so notify the Moderator and complete the same within ten minutes, or less, and yield the floor. A light will warn you to conclude your remarks and yield the floor during the following minute.

b. All other persons who wish to address the Town Meeting shall, when recognized, complete their remarks in three minutes, or less, and yield the floor. The same one minute warning light will be turned on when you have used up the first two minutes.

c. You may be interrupted only by a question of privilege, a point of order, a request that you speak more distinctly or by the Moderator.

d. When you have completed your motion, question, or remarks, you relinquish your claim to the floor; and you must yield the floor upon request of the Moderator.

3. If you have a question concerning the legality or propriety of the proceedings, you may approach the Procedural Microphone and address the Moderator without waiting to be recognized, saying: "Mr. Moderator, I rise to a point of order." When you have been recognized, you must state the reason for your point, which may include that a motion is beyond the scope of the article under consideration, that the person who has the floor is not addressing the merits of the motion or that a quorum is not present. The Moderator will then rule on the point and his ruling is final.

4. If you wish to offer a motion within the scope of the article under consideration, follow the procedure outlined under paragraph IV. B and C above.

a. If your motion is the main motion, you must then declare that it is identical word-for-word with the substantive portion of the article

printed in the warrant which is then under consideration, or describe all of the substantive differences in wording between the article and the motion; otherwise the Moderator will permit no debate or action upon your motion.

b. If you plan to offer a main motion that contains more than twenty-five words and differs significantly from the article printed in the Warrant, you must first print and distribute a copy thereof to those attending the session of town meeting at which said motion is presented.

c. No motion or amendment of a motion that exceeds ten words in length will be accepted, unless it shall have been offered to the Moderator in writing.

d. A motion that is not identical word-for-word with the substantive portion of the article printed in the warrant then under consideration will not be accepted, unless the Moderator shall determine that said motion is within the scope of the article; i.e., that it does not change the substantial character of the proposal described in that article or would not further restrict, if passed, the liberties of the residents of Wayland than the proposal set forth in the article.

e. The Moderator will accept no motion proposing a layout, taking, purchase, sale, lease or rezoning of land, unless the article under which the motion is offered contains a running description of the land in question, a description by metes and bounds or a reference to a plan suitable for recording that is available for public inspection at the office of the Town Clerk, the Town Surveyor, the Planning Board or another place to which the public has access during normal business hours.

f. The Moderator will accept no motion to appropriate and/or expend a sum of money, which exceeds the estimated cost set forth in the article then under consideration by fifteen (15%) percent, except for motions under the omnibus budget article and motions under a supplementary budget article that contemplates the appropriation of additional money for the current fiscal year to augment moneys previously appropriated and proposes to fund such appropriations by transfer from unappropriated funds, funds appropriated for another purpose or from funds received by the Town as grants or gifts.

g. The Moderator may rule on your motion, even if no one has risen to challenge that motion by way of a point of order.

5. You will not be recognized to speak on the merits of a motion if you have already spoken three times on its merits, but you may be recognized to answer a question put by another or to raise a procedural issue with respect to that motion.

6. Wayland's practice with respect to some common subsidiary motions is generally as follows:

a. You may amend a motion by moving to add and/or delete words to and/or from the main motion or by substituting a new motion

therefor; but the Moderator permits no more than two amendments to a main motion *at a time*. A motion to amend is debatable and requires only a MAJORITY vote, even though the main motion may require a TWO-THIRDS vote.

b. You may move to refer a matter for further study, if your motion identifies the official or committee who shall conduct such study, how it shall report, when and to whom. In the event that you wish to establish a new committee for this purpose, the motion must specify the number of members who shall serve and who shall appoint them. A motion to refer is debatable and may be amended and requires a MAJORITY vote.

c. You may move to advance or postpone consideration of an article listed in the Warrant. Such a motion is debatable, may be amended and requires a TWO-THIRDS vote.

d. You may move to lay an article on the table ("table"). Such a motion is NOT debatable or amendable and requires a TWO-THIRDS vote. A motion to remove such article from the table is also NOT debatable or amendable and requires a TWO-THIRDS vote.

e. You may ask the Meeting to take no action under an article by moving "that the article be passed over." Such a motion may be deemed a substitute for the main motion, is debatable, may not be amended, requires a MAJORITY vote and serves to dispose of the article under consideration.

7. Upon the expiration of sixty minutes after the main motion under any article shall have been seconded, the Moderator will terminate debate thereon, unless the Town Meeting shall have voted to extend the time available for further debate. The time needed to count the vote(s) upon the motion(s) under the article will not be included in the sixty minutes. The aforesaid sixty minute limit does not apply to debate under the omnibus budget article.

8. Although the Moderator has absolute authority to regulate the proceedings at town meetings, debate under a motion can be terminated by a TWO-THIRDS vote of the Town Meeting. Therefore, if you believe that debate under a motion has gone on long enough, approach the Procedural Microphone, and, when you have been recognized, "move the previous question". If your motion receives a second, the Moderator will ask if anyone, who has not spoken to the motion under consideration, wishes to be recognized. If no one expresses such a wish by raising his or her hand, the Moderator will immediately terminate debate and take a vote upon your motion without permitting any amendment; but if one or more persons, who have not spoken to said motion, raise their hand, the Moderator may, but need not, defer the termination of debate for a reasonable time to permit both sides of the issue to be heard. If a motion to terminate debate carries by a TWO-THIRDS vote, the Moderator will put the previous motion under consideration to a vote without further debate; but if said motion does not carry by a TWO-THIRDS vote, the Moderator will permit debate to continue.

9. If you wish to adjourn a session of the Town Meeting before all of the articles have been disposed of, you must specify the date and time when the Meeting shall resume. Such motion may be made at any time, is debatable, may be amended and requires a MAJORITY vote.

10. 10. If an article of the Warrant has once been acted upon and disposed of, a motion to return to the article may be made at any time *if the person offering the motion discloses significant new information to the Meeting concerning said article, which had not been disclosed or made available to the*

Meeting when the motion under that article was debated; provided, however, that debate and action on said motion shall be deferred until all other articles shall have been disposed of and shall occur in the numerical order of each such article. In any event, a motion to reconsider is debatable, may not be amended and requires a TWO-THIRDS vote, unless it shall have been made before the article has been disposed of; in which event it requires a vote equal to the quantum of the vote that was required to pass the motion under the article to be reconsidered. If such motion carries, the Moderator will ask whether there is a new motion under the article to be reconsidered.

D. The Vote

Before calling for a vote, the Moderator will usually repeat the motion under consideration (as the same may have been amended), unless it is substantially identical to the article:

1. The Moderator will then ask all those in favor to say, "Aye". He will then invite those opposed to say, "No". If the Moderator is in doubt as to whether the motion has carried, he or she may call for another voice vote; or may ask those in favor to stand, before he asks those opposed to stand. Sometimes, the Moderator will reverse this procedure before declaring the vote.

2. If the Moderator is still in doubt, or if seven or more voters have immediately questioned his declaration of such vote, he will call for the tellers to help him take a standing counted vote -- two tellers for each section of the hall so that they may check each other's results. The Moderator will then repeat the motion and say, "All those in favor will rise and remain standing until counted." When the count has been completed, the Moderator will ask those who are opposed to stand and be counted. As soon as each team of tellers has agreed upon the count in their section, they will be asked to report their portion of the vote from the Procedural Microphone. When all of the tellers have reported, the Moderator will declare the vote and his declaration is final.

3. In the event that the law requires a vote of TWO-THIRDS or more to carry a motion, the Moderator will normally ask whether there is unanimous support for the motion; but if there is not such support, he will take a standing counted vote.

4. If a TWO-THIRDS vote is required to carry a subsidiary or procedural motion, such as a motion to terminate debate ("move the previous question"), the Moderator need not take a count, even though the voice vote upon such motion was not unanimous, if the Moderator shall have perceived that more than TWO-THIRDS of the voters voted in the affirmative. The Moderator shall then declare that such motion has carried and the Clerk shall record such declaration together with a note that there was "a scattering of nos."

5. In the event that there is a large number of voters in the hall and the Town Clerk shall have provided ballots and ballot counting machines (ballot machines) for the occasion, the Moderator may designate one or more such machines to receive "yes" votes and a number of machines to receive "no" votes and arrange to have them placed near the "pro" and "con" microphones respectively. The Moderator will then announce the color of the ballot that will be cast upon the main motion and direct the attention of the voters to the location of the pro and con machines. The voters will then rise and proceed row-by-row to the machine of their choice. A Teller will stamp the back of each voter's hand upon arrival at the ballot machine and hand him or her a ballot, which the voter will then deposit in the ballot machine. In order to assure the security of all ballots:

a. No one will be allowed to vote without a ballot, which bears the color announced by the Moderator.

b. No one will be permitted to cast a ballot if his or her hand does not bear the stamp of a Teller.

During the course of the aforesaid proceedings, the Moderator may ask for the consent of the meeting (a two-thirds [2/3] vote is required) to proceed to consideration of another Article. When he is ready to declare the vote, the Moderator will ask for the consent of the meeting to return to the Article (a 2/3 vote is required) under which the ballot shall have been taken.

When all of the ballots shall have been cast, the Tellers will extract from each ballot machine the tape that shows the number of votes cast in favor and the number of votes cast in opposition to the motion and hand the same to the Moderator. The Moderator will declare the vote upon disposition of the Article then under debate. The declaration of the Moderator is final."

6. In the event that a majority shall have voted that the vote on a particular motion shall be by secret ballot, the Moderator will ask the Tellers to come forward and take their places at the ballot boxes that will be placed at the front of the Hall by the Town Clerk. The Moderator will then announce the color of the ballot that will be cast upon the main motion and direct the attention of each section of voters to their respective ballot box. The voters will then rise and proceed row-by-row to their box, tear their ballots into two parts, deposit one half in the box, the other half in the discard box and return to their seat. In order to assure the security of all secret ballots:

a. No one will be allowed to vote without a ballot which bears the color announced by the Moderator.

b. No one will be permitted to cast a ballot until he or she shall have discarded the other half of the ballot into the discard box in the custody of the Teller.

c. No one will be permitted to leave the hall until after the meeting has adjourned, unless he or she shall have turned all of the ballots that have not actually been used during a vote to the Checkers at the door.

When all of the ballots shall have been cast, the Tellers will open the ballot boxes and count the ballots at the tables situated at the front of the Hall in front of the podium.

The Moderator will then ask for the consent of the meeting (a two-thirds [2/3] vote is required) to proceed to consideration of another Article. When the Tellers have completed their count, they shall report their count to the Moderator, the Moderator will declare the vote upon disposition of the Article then under debate. The declaration of the Moderator is final.

The Moderator will then ask for the consent of the meeting to return to the Article (a 2/3 vote is required) under which the secret ballot has been taken.

7. In the event that a majority shall have voted that the vote on a particular motion shall be by secret ballot, the Moderator may, in the alternative, ask the Tellers to come forward and take their places at the ballot counting machines (ballot machines), which shall have been placed in voting booths by the Town Clerk at the front of the hall behind the Moderator. The Moderator will then announce the color of the ballot that will be cast upon the main motion and direct the attention of each section of voters to their respective ballot machine. The voters will then rise and proceed row-by-row to their respective machine. A Teller will stamp the back of each voter's hand upon arrival at the ballot machine and hand him or her a ballot, which the voter will then mark in the privacy of the voting booth and deposit in the ballot machine. In order to assure the security of all secret ballots:

a. No one will be allowed to vote without a ballot, which bears the color announced by the Moderator.

b. No one will be permitted to cast a ballot if his or her hand does not bear the stamp of a Teller.

During the course of the aforesaid proceedings, the Moderator may ask for the consent of the meeting (a two-thirds [2/3] vote is required) to proceed to consideration of another Article. When he is ready to declare the vote, the Moderator will ask for the consent of the meeting to return to the Article (a 2/3 vote is required) under which the ballot shall have been taken.

When all of the ballots shall have been cast, the Tellers will extract from each ballot machine the tape that shows the number of votes cast in favor and the number of votes cast in opposition to the motion and hand the same to the Moderator. The Moderator will declare the vote upon disposition of the Article then under debate. The declaration of the Moderator is final."

E. Adjournment

1. Each session of a Town Meeting shall be adjourned by the Moderator (a) at 10:30 p.m., or as soon thereafter as the Meeting has disposed of the article then under consideration or postponed action thereunder, or (b) voted to adjourn at a different time.

2. No motion to dissolve the Town Meeting (to adjourn *sine die*) is in order until every article shall have been duly considered, acted upon and declared as disposed of.

V. Questions

In the event that you have a question concerning the conduct of the meeting or the status of any motion being considered, you are invited to approach the Procedural Microphone and to address your question to the Moderator as soon as you have been recognized.

VI. MISCELLANEOUS RULES

The Moderator has determined that the Field House at Wayland High School and all other venues that may be used to conduct Wayland's town meetings are polling places within the meaning of G.L. c. 54, sec. 65 because, among other things, the voters in town meeting assembled elect a number of town officers there each year.

Accordingly, no person shall be allowed to collect signatures upon petitions, referendum petitions or nomination papers nor may any person post, exhibit, circulate or distribute any poster, card, placard, handbill, broadside, picture, graphic, circular or other document intended to inform and/or influence the action of any voter within one hundred fifty feet of the Field House including the interior thereof.

Residents of the Town of Wayland may, nevertheless, with the prior permission of the Moderator, place and/or post documents intended and designed to inform and influence the action of voters at town meetings on the tables and wooden walls located behind and on either side of the tables occupied by the checkers at the entrance of the Field House and each other venue where town meetings are conducted, so long as said documents are germane to any of the articles set forth in the warrant.

The Selectmen, the Chief of Police and the Chief of the Fire Department and other town officers and employees may also be permitted by the Moderator to post and place documents pertaining to the safety of the public in the aforesaid locations.

Thank you for joining us tonight to do the Town's business.

C. Peter R. Gossels, Moderator
February 14, 2007

APPENDIX B: HEAR REPORTS

REPORT OF THE BOARD OF ASSESSORS

In accordance with section 19-7 of the Code of the Town of Wayland, a report for the Board of Assessors covering the last twelve months (preceding February 28, 2007) is hereby submitted.

The Board submits the following:

1. Annual Report of sold properties.
   123 Family Sales
   198 Single Family parcels
   37 Condo parcels
   2 Multi Family parcels
   2 Multi House parcels
   10 Land parcels
   1 Commercial parcel
   1 Exempt parcel

Sold Properties: -Sales Report will be available at Annual Town Meeting.

2. The following numbers have been reported related to abatement applications and Appellate Tax Board cases:

a. The Board of Assessors timely received 269 real estate and 3 personal property applications, by the February 1, 2007, abatement deadline for FY07 and 1 late filing.

b. As of February 28, 2007, 20 abatements have been granted, 3 have been denied, and the remaining abatement applications are pending

c. The average value of FY06 abatements granted was $1,020.98

d. For FY06 there were 79 filings with the Appellate Tax Board (ATB): 3 were withdrawn; 17 were settled by the assessors before going to the ATB; 10 were denied by the ATB; 15 were decided in favor of the property owner, 4 were dismissed by the ATB, 2 have been heard by the ATB and 28 are to be heard at the ATB.

e. The FY06 cases and the decisions issued by the ATB:

No	PROPERTY	Original assessment	BOA abated assessment	ATB VALUE ACTION
260	BOSTON POST RD	181,800	NONE	152,500
298	BOSTON POST RD	396,300	NONE	DENIED
186	CONCORD RD	565,700	NONE	DENIED
97	DRAPER RD	905,700	886,800	850,000
5	ELLEN MARY LN	3,124,600	3,025,200	DISMISSED
50	GLEZEN LN	4,170,300	NONE	3,350,000
20	HICKORY HILL RD	711,800	NONE	DENIED
55	HILLSIDE DR	687,600	676,700	615,000
20	HOLIDAY RD	724,300	NONE	DENIED
215	LAKESHORE DR	404,100	NONE	DISMISSED
245	LAKESHORE DR	525,000	NONE	DENIED
116	LINCOLN RD	679,900	658,900	481,700

8	LODGE RD	326,000	NONE	285,000
24	MAGUIRE RD	844,500	NONE	DISMISSED
35	MAIN ST	5,094,400	NONE	DENIED
53	OLD SUDBURY RD	256,800	NONE	DENIED
22	PARKLAND DR	416,800	NONE	400,000
174	PELHAM ISLAND RD	642,000	NONE	DENIED
188	PELHAM ISLAND RD	1,254,700	1,183,450	DENIED
269	PELHAM ISLAND RD	393,800	NONE	321,900
68	PLAIN RD	613,400	NONE	500,000
15	SEDGEMEADOW RD	646,500	NONE	615,000
60	SHAW DR	130,700	NONE	25,000
21	STEEPLETREE	522,000	521,100	490,000
5	SYLVAN WAY	532,000	NONE	DISMISSED
62	THREE PONDS RD	949,400	NONE	900,100
163	WEST PLAIN ST	440,400	NONE	DENIED
240	WEST PLAIN ST	670,900	NONE	550,000
1404	WISTERIA WAY	740,500	737,900	722,600

3. The following data verification visits were assembled from in-house data:

Abatements	273
Cyclical Data Verification	
Phases 7, 8 & 9 Recap:	
Interior/Exterior	647
Exterior only	705
Estimated (no access)	7
Refusals	23
Total	1382

Building Permit/Sales Visits: There were 574 building permits issued by the building department in calendar year 2005, 374 parcels were visited for data verification Some of the data verification visits addressed several visit requirements in one visit, such as a property requiring a building permit visit may also have been on the scheduled cyclical phase visit. The one visit would have meet two obligations of data verification.

The building department issued 599 building permits for calendar year 2006. These improvements and additions will be reviewed during 2007 and these changes will be reflected in the assessment values for fiscal year 2008 of the actual tax bill issued in December 2007.

All members of the Wayland Board of Assessors, the BOA staff, and our contractors and vendors have photo identification badges issued by the Wayland Police department. If a homeowner is in the least way suspicious or in doubt even when a legitimate ID badge is displayed, call the Wayland police department immediately and DO NOT let anyone into your home.

The Board did conduct an Interim Valuation program for FY07. The goal of the Interim Valuation program is to capture changes in the rapidly fluctuating real-estate market more quickly than during the three-year Triennial cycles. From now on, Interim Valuation assessments will be performed every year that the Board is not conducting the Triennial Certification Revaluation, according to the Department of Revenue regulations. The next Triennial Certification Revaluation year is FY09.

The Board of Assessors has upgraded computer-assisted mass appraisal hardware and software system to Vision Appraisal Technology. All information is now available on the Town Website. There is a link to go directly to the Wayland database at Vision to view property record information. The Board has been pleased with the positive attitude and remarks from their efforts in having this information available on line.

The Board members are Susan Rufo Chair, Jayson Brodie, and Jeffrey Cohen.

Ellen Brideau joined the Assessing staff as the Administrative Assessor.

In April of 2007 the Board of Assessors will change from a three member board to a five member board.

REPORT OF THE COMMUNITY PRESERVATION COMMITTEE

CPA Revenue – Since passage of the CPA in 2001, Wayland has received $2,504,492 from the residential property tax surcharge, including interest, and $1,684,614 in matching State Trust Fund distributions, for a total revenue of $4,189,106.

Town approved expenditures from the Community Preservation Fund are as follows:

Project	Amount	YearApproved
Repair of Town's historic gravestones	$65,000	2003
Study to create railroad interpretive site	$15,000	2003
Environmental testing at former Nike site	$35,000	2003
Repair/Restore historic markers	$5,000	2004
Acquire 2.75 acres at Nike site for affordable housing and to provide funds for demolition and site preparation	$500,000	2004
Site preparation and demolition on remaining11 acres of open space at Nike site	$100,000	2004
Administrative costs of CPC – expended $3,800 for appraisal of Moon property on Reservoir Road	$10,000	2004
Set aside funds for acquiring open space in the future	$600,000	2004
Acquire Gilbert land on Brackett Road for conservation purposes	$30,000	2005
Architectural, engineering and site planning at Nike site	$40,000	2006
Community gardens at landfill and the intersection of Route 30 and Plain Road	$8,750	2006
Artificial turf at the high school athletic field	$300,000	2006
Weed management techniques, aerial scanning and nutrient analysis at great ponds	$75,000	2006

REPORT OF THE HIGH SCHOOL BUILDING COMMITTEE

This update describes the work of the High School Building Committee (HSBC) this year, since the Annual Town Meeting on April 27, 2006. The work of the HSBC, in prior years, is summarized in the Report of the HSBC published in the January 2005 Special Town Meeting Warrant. It and the more extensive Preliminary Design Report are both available on the School Committee web site (www.waylandschoolcommittee.org) and at the Wayland Public Library.

Over the past year, the HSBC met ten times of a total 47 meetings since January 2004. Four new HSBC members were appointed as authorized by the May 2006 Special Town Meeting. The HSBC conducted thorough reviews and analyses of all past projects and reports. More information on the topics highlighted below is available on the School Committee web site and at the Wayland Public Library.

Supplemental Charge – In April 2006 the Wayland School Committee issued a supplemental charge to the HSBC. The charge directed the HSBC to prioritize needs, to consider a range of approaches, to remediate the facility's deficiencies cited by the NEASC (New England Association of Schools and Colleges), to maximize state reimbursement, to analyze and present a variety of cost alternatives, and to explore alternative funding sources.

Four New Members – In October 2006 four new members were appointed to the 11-member HSBC. The appointing committee was composed of two members from each of the School Committee, Board of Selectmen, and Finance Committee. The new appointees are Fred Knight, David Lash, Jennifer Steel, and Karen Talentino.

Massachusetts School Building Authority (MSBA)– In May 2006 the MSBA issued draft regulations. HSBC Chairman Lea Anderson testified before the MSBA at a hearing in June. Final regulations were issued In August 2006. The final regulations included two changes requested by Wayland and many other communities: to allow a community to hire an architect and project manager before the collaborative Feasibility Study and to extend the time period between the approval by the state and the local vote from 90 days to 120 days.

The HSBC reviewed the regulations, which define a five-phase process. The state and local community will work together at every step of the new process. The five phases are: identify the problem, verify the problem, collaborate on a solution, agree on a solution, and implement the agreed upon solution.

Katherine Craven, Executive Director of the MSBA, met with the HSBC chairman in February 2007 and State Representative Tom Conroy in March 2007. Ms. Craven continues to be familiar with the Wayland High School project. She expects Wayland to be one of the first 13 schools to undergo the Facilities and Maintenance Assessment, a more detailed analysis of building conditions performed by an MSBA consultant. (See MSBA web site for details at www.massschoolbuildings.org/) The MSBA will hire consultants to do independent enrollment projections and the more detailed analysis of building conditions. The MSBA will define the scope of a reimbursable project by determining the enrollment, the square footage per student, and the cost per square foot.

Statement of Interest – The Wayland School Committee and Board of Selectmen submitted a Statement of Interest (SOI) to the Massachusetts School Building Authority in August 2006. The SOI is the first step in the application process for state funding. Schools are asked to document deficiencies under eight statutory criteria: health and safety, existing severe overcrowding, loss of

accreditation, prevention of future severe overcrowding, energy conservation and decreased energy costs, short term enrollment growth, replacement of obsolete buildings, and transition from court ordered racial balance districts to walk-to districts. Wayland documented deficiencies in seven of the eight statutory criteria.

Next Steps – The Wayland School Committee is requesting $300,000 at this Annual Town Meeting for professional services to enable the HSBC to analyze the MSBA regulations and develop an application for state funding when the MSBA asks Wayland to participate. Please see Article 6: Contract Planning and Design Services for Wayland High School in the 2007 Annual Town Meeting Warrant for details.

It is the intention of the HSBC to define a plan for Wayland High School that will be widely supported by the taxpayers of Wayland. Building on the consensus that something needs to be done to improve the high school facility, the HSBC will work closely with MSBA to secure state funding and with the taxpayers of Wayland to agree on a project.

Respectfully submitted,
Lea T. Anderson, HSBC Chairman

High School Building Committee Members

NAME	TELEPHONE	E-MAIL ADDRESS
Lea Anderson	508-358-2667	leaanders@comcast.net
Josh Bekenstein	508-358-5651	jbekenstein@baincapital.com
Dianne Bladon	508-358-0068	dehbladon@aol.com
Steve Breit	508-358-7966	sbreit@comcast.net
Brian Chase	508-788-1081	abchase@comcast.net
Jim Howard	508-358-2619	howard.james@comcast.net
Fred Knight	508-358-0834	fred@knightway.org
David Lash	508-358-5294	david.lash@comcast.net
Mary Lentz	617-542-4141	mlentz@mccallalmy.com
Joe Lewin	508-653-9952	joelewin@comcast.net
Cindy Lombardo	508-358-5958	sweetlifer@aol.com
Eric Sheffels	508-358-5461	esheffels@aol.com
Jennifer Steel	508-652-1952	jsteel@FraminghamMA.gov
Karen Talentino	508-358-5961	talentino@comcast.net
Steve Tise	508-358-0047	setarch@aol.com

REPORT OF THE NIKE SITE REUSE ADVISORY COMMITTEE

The eleven-member NSRAC is charged with advising the Board of Selectmen on the reuse of the former Nike Site, located on Oxbow Road. The NSRAC meets regularly to plan for the two parcels: Lot 1A is approximately 10.71 acres and is reserved for conservation and passive and active recreation; and Lot 2A is approximately 2.75 acres planned for housing development of up to 16 residential units with a priority given to affordability. The site plan of the entire property includes a 50' naturally vegetated buffer around the entire property and a wheelchair accessible trail.

Over the last year the Town received additional Priority Development Fund assistance from the Department of Housing and Community Development to hire consultants to advise the town in seeking a developer to construct up to 16 dwelling units on the housing parcel of land, and to assist with the development of septic-related issues on the housing parcel.

The town received seven proposals to construct up to 16 units of housing and the Board of Selectmen designated a development team in November 2006. This team, known as oxbow Partners, has worked closely with town boards and staff and has held two well-attended community meetings to receive concrete feedback on its proposal. The Board of Selectmen and members of the NSRAC have worked with town counsel and the town administrator to finalize the development agreement. Oxbow Partners' proposal is described in its application for a Comprehensive Permit to construct 16 units of community housing – 11 to be sold to those who qualify having up to 80% Area Median Income (AMI) and 5 at 100% AMI. The transfer of Lot 2A to the development team will require a confirmation vote to transfer the land at this Annual Town Meeting, a comprehensive permit from the ZBA, and the award of state subsidies to construct affordable housing.

The NSRAC also, on behalf of the Selectmen, addressed issues relating to the nitrogen levels of waste water disposal at the site. A nitrogen aggregation plan was approved by DEP and by the Wayland Board of Health and a deed restriction was applied to a town-owned parcel of land within the same water protection district as the housing parcel – a requirement of the plan in order to construct the required necessary septic facility to support 16 units of housing on the 2.75 acre parcel.

The NSRAC, on behalf of the Board of Selectmen, has submitted applications for funding to be used in the design and development of the wheelchair-accessible trail that will encircle the perimeter of the entire former Nike Site (Lots 1A and 2A). Additional funding sources are being explored. Finally, the NSRAC is working with environmental consultants to permanently close the silos so that the area can be used for passive or active recreation.

Throughout the planning phase of the Committee's work, input has been and will continue to be sought from those who reside in the general vicinity of the site.

The NSRAC information is updated regularly at
http://www.wayland.ma.us/planning/nike/NikeSite. htm.

Committee Membership: Gretchen Schuler and Bill Sterling, Co-Chairs
Paul Abramson, Brian Boggia, Michael Gitten, Ira Montague, Brian O'Herlihy, Olga Pitel, Connie Pitt, Rebecca Regan, Michael Staiti

REPORT OF THE BOARD OF ROAD COMMISSIONERS

At the 2005 Annual Town Meeting, voters approved the appropriation of $35,000.00 for a study to be conducted by the Board of Road Commissioners and the Park and Recreation Commissioners for a new garage facility. The Boards obtained the services of Mr. Jeffrey Alberti, of Weston and Sampson Inc., to conduct the study. Mr. Alberti performed a space needs assessment, operational impacts, decommissioning costs and a conceptual cost estimate. Both the Park and Recreation Commissioners and the Board of Road Commissioners agreed that they new facility would best serve the future community needs located at the former DiCarlo Property at 66 River Road. This is the current location of the new salt shed and has ample area to house the new garage facility.

A final draft was presented to both the Board of Road Commissioners and the Park & Recreations Commissioners and also made to the Finance Committee and Board of Selectmen. The Board of Road Commissioners and the Park and Recreation Commissioners requested an article for a debt exclusion to be included in the 2007 Annual Town Meeting, for 11.5 million dollars to design and construct a new facility at the former DiCarlo property at 66 River Road. After consideration, the Finance Committee voted not to support the article. The Board of Selectmen also voted not to include the article for the 2007 annual warrant. The Board of Road Commissioners and the Park and Recreation Commissioners will work together along with Mr. Alberti, over the next year, to review the final report and make recommendations for an article for the 2008 Annual Town Meeting. Of the $35,000.00 appropriated for this study, to date, we have paid out approximately $26,000.00 not including services yet to be invoiced.

REPORT OF THE VETERANS MEMORIAL COMMITTEE

The Veterans Committee met monthly in either committee and/or in small working groups to create the Veterans Book of Remembrance, the final task to complete the Committee's charter. The Monument was dedicated on July 3, 2005. This year, we completed the process to conduct the Freedom Prize competition at Wayland High School and to award a $500 prize to the winner and certificates to runners-up. The Freedom Prize is planned be a continuing memorial with the annual award taking place each Memorial Day. The second annual award will be made on Memorial Day 2007.

On November 11, 2006, the Veterans Committee in combination with the Public Ceremonies Committee conducted a brief ceremony at the Monument. In addition, a 24 hour Vigil at the Monument was held by the Flag Brigade, a group organized by a nine-year-old Wayland resident, Madison Kiefer, and her friends. The committee is planning on a similar ceremony this year and in future years under the auspices of the Public Ceremonies Committee.

This past fall, an additional name was engraved on the Monument in honor of Roger Brown, a Wayland High graduate and fighter pilot killed in action during the Vietnam War. Because Roger did not enter the military from Wayland, his demise was not known but his service was brought to our attention by a classmate, Mike Daly.

The Book of Remembrance, mentioned above, has required extensive time and effort to collect and organize the data for the Book of Remembrance and then to write and edit the chapter contents. Consequently, the Committee has agreed to continue to exist longer than expected. One of the largest

and most important parts of this effort is to collect service related stories and data from and about our town veterans. We have used several media sources to bring this opportunity to the attention of our veterans and their relatives. Since this is still ongoing, the committee wants everyone to know that they can still submit their experiences, peacetime or combat, funny or serious. The eighty stories submitted to date range from a few paragraphs to one or two pages. We think it is important for veterans to have their stories published so that future generations can fully appreciate what the veterans have done for our country. These stories can still be included by sending them via email to jturchinetz@wayland.ma.us, or mailed to the Veterans' Agent, Wayland Town Building, 41 Cochituate Road, Wayland MA 01778.

We have discussed the possibility of putting parts of the Book of Remembrance on the internet so all contributors and townspeople can review and help in making sure the facts and spelling are accurate.

Wayland Youth Vigil Honoring Our Veterans on November 11, 2006

REPORT OF THE YOUTH ADVISORY COMMITTEE

The Youth Advisory Committee oversees Wayland Youth & Family Services, which is a counseling and prevention program serving Wayland students and their families. Confidential counseling is provided free of charge. Students can be seen during a free block in school or after school at the Town Building. The staff provides family therapy and consultation or counseling for parents. The number of students referred for counseling continues to grow, and it is difficult to meet the demand. We have also co-led social skills groups at the high school.

One of the goals of WYFS is to prevent and decrease the incidence of substance use and abuse by teenagers. WYFS participates in Wayland's Substance Abuse Prevention Coalition. In collaboration with the coordinator of the Substance Abuse Prevention Grant, we provide a monthly forum for parents. Students who are caught using alcohol or drugs can participate in the diversion program which includes an assessment, counseling, a leadership skills group, and community service. After a drug or alcohol related incident in the community, we offer an opportunity for parents to meet together to support each other in responding to their students.

The director of WYFS is an advisor to the Community Service Leadership Program, a community service program for high school students. Students are given the responsibility to plan and organize community service projects in Wayland and the larger metropolitan area. Students have participated in Habitat for Humanity, Rebuilding Together Boston, the Wayland Fishing Derby, visiting with senior citizens at Traditions, helping out at soup kitchens, and many more projects. We also offer a summer community service program for high school students and over 50 students participated this past summer. WYFS sponsors the Annual Community Service Awards Ceremony which honors adults and high school students who have made significant contributions through their volunteer community service.

YFS sponsors the Single Parent Network which organizes programs for single parents and their children. The goal of this network is to provide opportunities for single parents to meet, socialize, and support each other in both emotional and practical ways, and to offer programs and speakers that address the needs and challenges of single parents. A single parents discussion group has met monthly. The programs have included eating dinner together and childcare provided by students from the High School community service program. A member of the staff also participates in the Wayland Charitable Committee, which provides financial assistance for residents in financial crisis.

Parent education is another focus of our community work. We provide parent discussion groups which are organized by grade and meet monthly with a parent educator. This year we collaborated with the Wayland PTOs to sponsor three programs for parents on the theme: "Helping Children be True to Themselves". In October, there was a panel of elementary school teachers and one preschool teacher on "Helping Your Child Navigate Social Relationships". In November, Lisa Machoian spoke on "Peers, Pressure and Depression in Girls", and in February Sharon Maxwell spoke on Teen Sexuality.

In December, long time staff member Mary Groden retired after 15 years in Wayland. In addition to providing counseling, Mary had provided consultation to high school staff and parents on eating disorders and had given presentations to biology classes on body image.

APPENDIX C: CHOOSE TOWN OFFICERS

As Trustees of the Allen Fund:

Sema Faigen
Benjamin W. Johnson III
Michael B. Patterson

As Fence Viewers:

The Selectmen

As Field Drivers:

The Constables

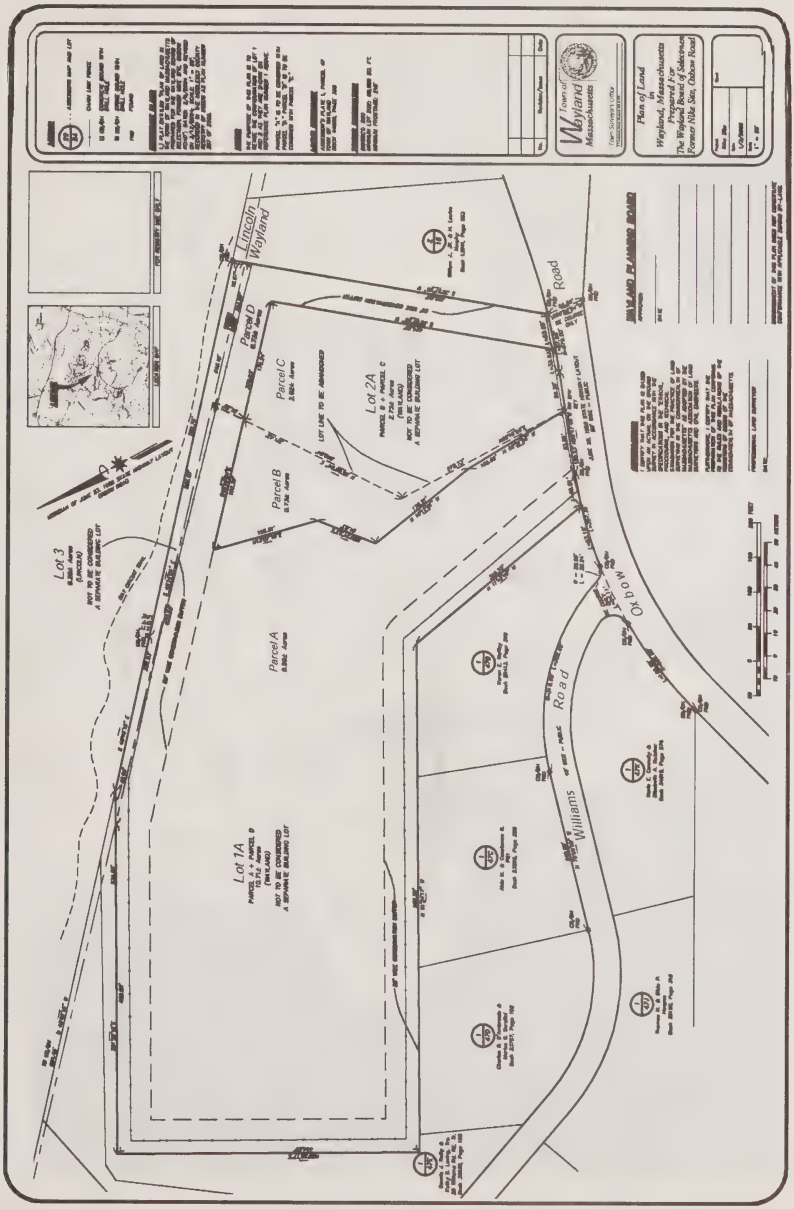
As Measurers of Wood and Bark:

Paul Doerr
Lewis S. Russell Jr.
Harry F. Sweitzer

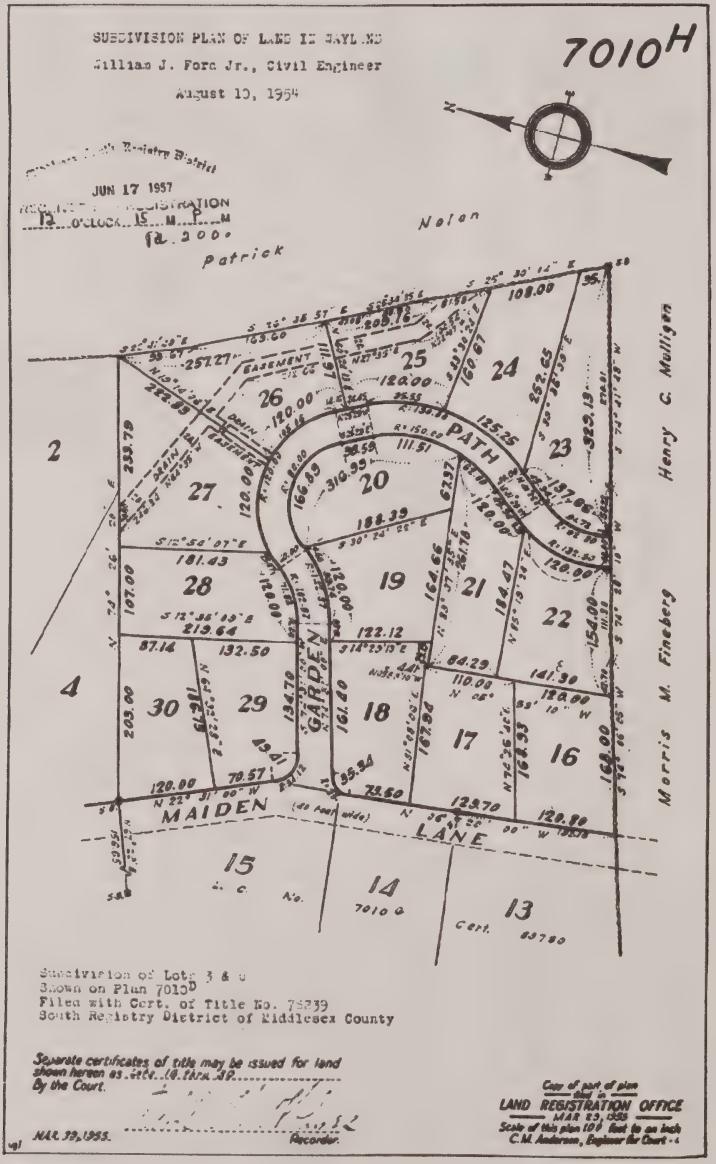
As Surveyors of Lumber:

Marcia P. Crowley
Jean B. Pratt
Harry F. Sweitzer

APPENDIX D
SELL SURPLUS PARCELS OF TOWN-OWNED LAND: OXBOW ROAD

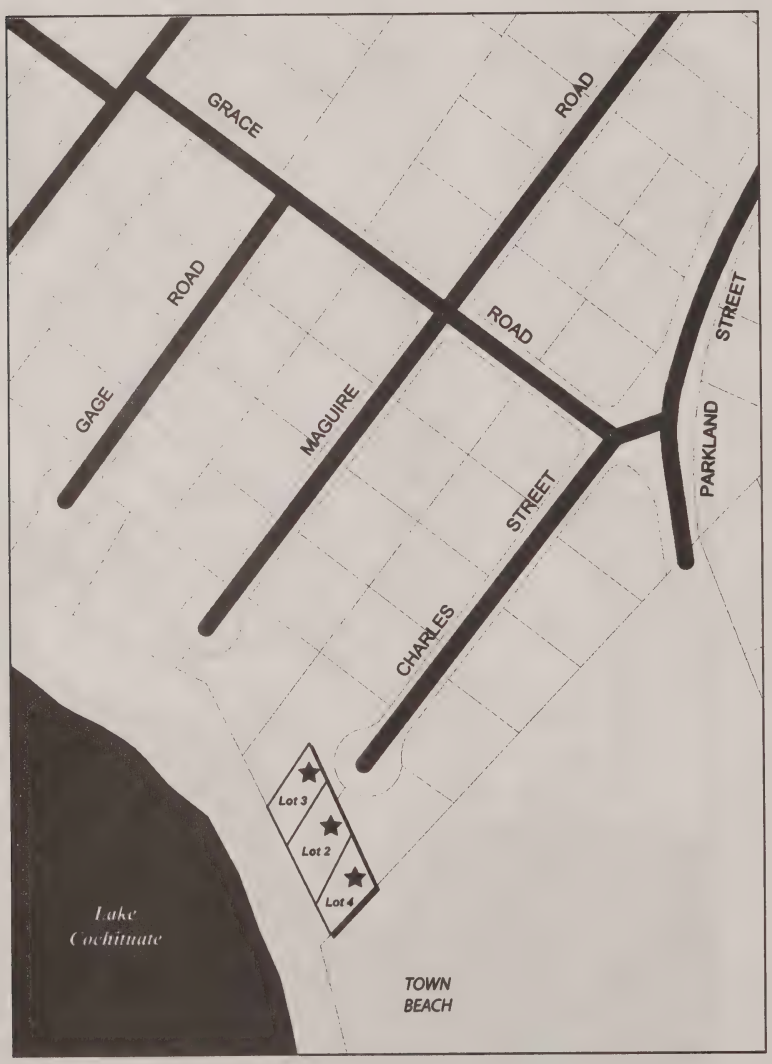


APPENDIX D
SELL SURPLUS PARCELS OF TOWN-OWNED LAND: 19 AND 21 GARDEN PATH

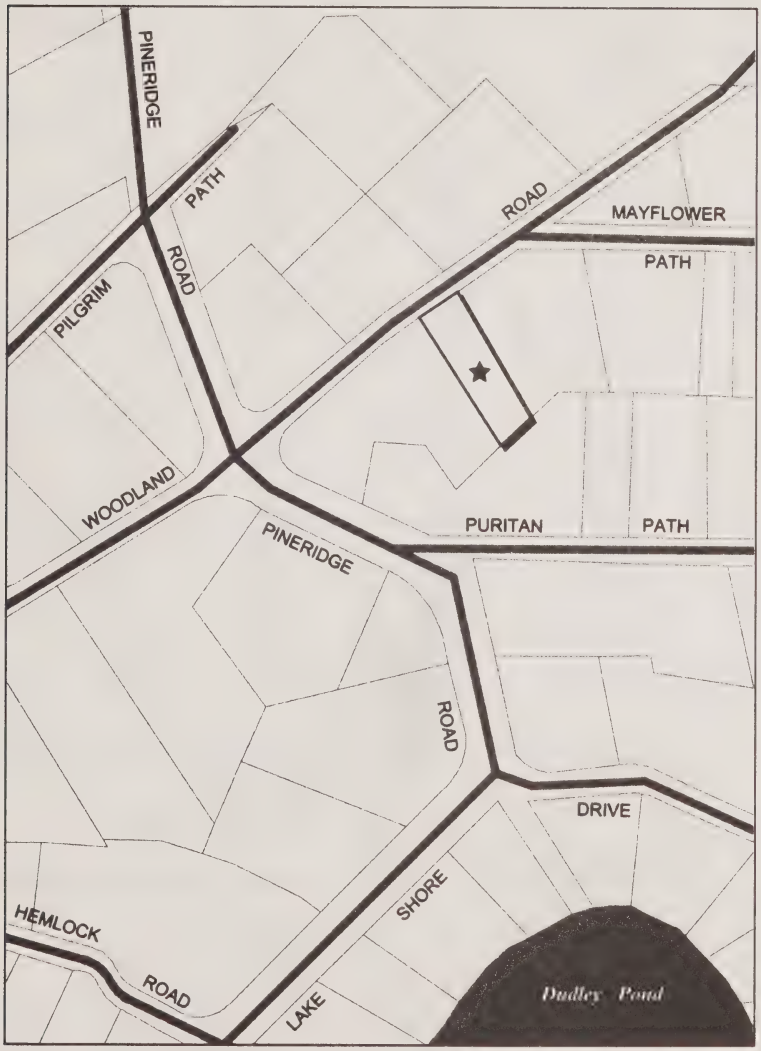


APPENDIX D
SELL SURPLUS PARCELS OF TOWN-OWNED LAND: LAKESHORE DRIVE

APPENDIX D
SELL SURPLUS PARCELS OF TOWN-OWNED LAND: CHARLES STREET



APPENDIX D
SELL SURPLUS PARCELS OF TOWN-OWNED LAND: WOODLAND ROAD



APPENDIX E
PERSONNEL BY-LAWS AND WAGE AND CLASSIFICATION PLAN

NON-UNION WAGE SCALE, N SCHEDULE
Effective 7/1/06 (No wage adjustment)

Grade	1	2	3	4	5
N-1	31,407	32,350	33,321	34,321	35,349
N-2	34,175	35,200	36,256	37,345	38,465
N-3	37,188	38,303	39,452	40,635	41,855
N-4	40,831	42,056	43,318	44,617	45,956
N-5	44,833	46,178	47,563	48,990	50,459
N-6	49,227	50,704	52,224	53,791	55,405
N-7	54,051	55,673	57,342	59,063	60,834
N-8	58,115	59,622	61,182	62,905	64,793
N-9	65,165	67,120	69,133	71,207	73,775
N-10	71,550	73,697	75,908	78,185	80,530
N-11	78,562	80,918	83,346	85,847	88,423
N-12	86,261	88,849	91,515	94,260	97,087
N-13	--	--	--	--	--

Grade	6	7	8	9	10
N-1	36,409	37,502	38,627	39,785	40,980
N-2	39,619	40,807	42,031	43,292	44,591
N-3	43,111	43,998	45,736	47,107	48,521
N-4	47,335	48,497	50,218	51,724	53,276
N-5	51,450	53,533	55,140	56,793	58,497
N-6	57,067	58,779	60,542	62,359	64,229
N-7	62,660	64,539	66,476	68,469	70,524
N-8	66,737	68,738	70,800	72,902	75,057
N-9	75,174	77,810	80,778	82,178	85,024
N-10	82,946	85,434	87,998	90,637	93,357
N-11	91,075	93,807	97,709	99,519	102,794
N-12	100,001	103,000	105,645	109,272	112,552
N-13	--	--	--	--	120,000

N-1	Secretary, Fire – PT
N-1	Sr Clerk, Health – PT
N-1	Sr Clerk, Landfill – PT
N-2	Administrative Asst – Y/S PT
N-2	Administrative Asst – Police
N-2	Computer Technician
N-2	Human Resources Assistant
N-2	Outreach Coordinator – PT
N-2	Recreation Program Asst – PT
N-4	Exec Asst to Town Administrator
N-8	Police Lieutenant
N-9	Highway Director
N-9	Water Superintendent
N-9	Library Director
N-9	Park & Recreation Director
N-10	Asst Town Administrator/Human Resources Director
N-11	Fire Chief
N-11	Finance Director/Town Accountant
N-12	Police Chief
N-13	Town Administrator

GROUP: NON-UNION – BUILDING INSPECTORS
Effective: July 1, 2007 (2% Adjustment)

STEP	1	2	3	4	5
	19.96	20.96	22.00	23.11	24.27
Gas & Plumbing Inspector (PT)			Wiring Inspector (PT)		

GROUP: NON-UNION SUBSTITUTE NURSES
Effective: July 1, 2006 (No wage adjustment)

	Hourly
	25.13

GROUP: NON UNION - PUBLIC SAFETY
Effective: July 1, 2007 (2% Adjustment)

	Annually	Per Day	Hourly
Traffic Supervisors	6,988		
Traffic Supervisor Substitute	--	40.06	
Special Police Matrons	--		17.81
Call Firefighters	--		17.81
Call Firefighter Coordinator	--		18.99
Police Custodian (PT)	--		14.20
Police Intern	--		9.21

NON-UNION - TOWN POOL
Effective: July 1, 2006

	Hourly
Pool Lifeguard	10.00

GROUP: NON-UNION - ON-CALL DISPATCHERS
Effective: July 1, 2007 (2% Adjustment)

	Year 1	Year 2	Year 3	Year 4
On-call Dispatcher	16.81	17.58	18.36	19.14

GROUP: NON-UNION - SEPTAGE
Effective: July 1, 2007 (2% Adjustment)

	1	2	3	4
Wastewater Facility Monitor (PT)	13.32	14.00	14.72	15.43

GROUP: NON-UNION - HOURLY LIBRARY CLERKS (2% Adjustment)
Effective: July 1, 2007

Step	1	2	3	4	5	6	7	8
	13.47	13.78	14.09	14.38	14.65	14.95	15.24	15.51
Step	**9**	**10**	**11**	**12**	**13**	**14**	**15**	
	15.82	16.12	16.39	16.69	17.00	17.28	17.57	

GROUP: NON-UNION - HOURLY LIBRARY PART-TIME WEEKEND PROFESSIONALS
Effective: July 1, 2007 (2% Adjustment)

Step	1	2	3	4	5	6	7	8
	21.21	21.71	21.99	22.37	22.76	23.14	23.54	23.91
Step	**9**	**10**	**11**	**12**				
	24.32	24.69	25.08	25.46				

GROUP: NON-UNION - LIBRARY PAGES
Effective: July 1, 2007 (2% Adjustment)

Step	Year 1	Year 2	Year 3
	7.98	8.48	8.94

GROUP: NON-UNION - VETERANS' AGENT
Effective: July 1, 2007 (2% Adjustment)

	Annual
Veterans' Agent	3,556

GROUP: NON-UNION – SEASONAL – MISCELLANEOUS
Effective: May 1, 2006 (No wage adjustment)

	Year 1	Year 2	Year 3	Year 4
Beach Director	$16.50	$17.00	$17.50	$18.03
Beach Supervisor	$12.75	$13.13	$13.53	$13.93
Beach Head Lifeguard/ Water Safety Instructor	$11.50	$11.85	$12.20	$12.57
Senior Lifeguard	$10.50	$10.82	$11.14	$11.47
Substitute Lifeguard	$10.00			
Jr Lifeguard/Swim Aide/Gateguard	$9.00	$9.27	$9.55	$9.83
Snack Bar Supervisor	$10.50	$10.82	$11.14	$11.47
Snack Bar I	$9.50	$9.79	$10.08	$10.38
Snack Bar II	$8.50	$8.76	$9.02	$9.29

GROUP: NON-UNION – SEASONAL – SUMMER DAY PROGRAMS
Effective: May 1, 2006 (No wage adjustment)

	Year 1	Year 2	Year 3	Year 4
Day Program Coordinator	$18.00	$18.54	$19.10	$19.67
SA Program Director	$15.00	$15.45	$15.91	$16.39
SA Assistant Director/Lead Teacher	$13.00	$13.39	$13.79	$14.21
Assistant Teacher	$12.00	$12.36	$12.73	$13.11
Sr Counselor	$11.00	$11.33	$11.67	$12.02
Counselor	$9.50	$9.79	$10.08	$10.38
Substitute Counselor	$9.00			
Junior Counselor	$8.00	$8.24	$8.49	$8.74

SA - Summer Adventure Program

GROUP: NON-UNION SEASONAL – MISCELLANEOUS
Effective: May 1, 2005 (No wage adjustment)

	Year 1	Year 2	Year 3	Year 4
Conservation Laborer	10.63	11.39	12.16	12.84
Landfill Clerk	12.14		(6 week position)	
Park & Recreation Laborer	12.01	12.61	13.21	--

GROUP: LIBRARY
Effective: July 1, 2006 (Contract Negotiations Pending)

Step	1	2	3	4	5
L-1	31,931	32,889	33,876	34,892	35,938
L-2	34,484	35,518	36,584	37,681	38,813
L-3	37,244	38,362	39,513	40,698	41,920
L-4	40,223	41,430	42,673	43,953	45,272
L-5	43,441	44,744	46,086	47,469	48,893
L-6	46,917	48,323	49,773	51,267	52,805
L-7	50,670	52,190	53,756	55,368	57,030
Custodian	30,591	31,730	32,863	34,064	35,318

GROUP: LIBRARY (continued)
Effective: July 1, 2006 (Contract Negotiations Pending)

Step	6	7	8	9	10
L-1	37,017	38,127	39,271	40,450	41,663
L-2	39,977	41,175	42,411	43,683	44,994
L-3	43,177	44,472	45,807	47,180	48,596
L-4	46,630	48,029	49,470	50,954	52,483
L-5	50,360	51,871	53,427	55,030	56,680
L-6	54,388	56,020	57,701	59,432	61,215
L-7	58,740	60,503	62,317	64,188	66,113
Custodian	36,960				

L-1 - Library Assistant - Circulation
L-1 - Library Assistant - Childrens
L-2 - Library Associate - Periodicals
L-3 - Assistant Children's Librarian
L-3 - Bibliographic Services Librarian
L-4 - Library Administrative Assistant
L-4 - Computer Specialist/Ref Librarian
L-4 - Head of Circulation
L-4 - Reference Librarian
L-5 - Children's Librarian
L-7 - Assistant Director
Custodian

GROUP: AFSCME
Effective: July 1, 2006 (Contract Negotiations Pending)

Step	1	2	3	4	5	6	7	8	9	10
G-1	31,931	32,890	33,877	34,893	35,939	37,018	38,128	39,272	40,450	41,673
G-2	34,484	35,518	36,585	37,682	38,813	39,977	41,176	42,411	43,684	45,005
G-3	37,246	38,361	39,512	40,698	41,920	43,177	44,471	45,806	47,182	48,607
G-4	40,223	41,431	42,673	43,954	45,273	46,631	48,029	49,471	50,955	52,495
G-5	43,440	44,744	46,086	47,469	48,892	50,359	51,870	53,430	55,029	56,692
G-6	46,918	48,326	49,774	51,268	52,807	54,391	56,021	57,702	59,434	61,231
G-7	51,288	52,826	54,412	56,044	57,725	59,457	61,241	63,078	64,970	66,933
G-8	55,907	57,583	59,311	61,090	62,923	64,811	66,755	68,758	70,820	72,962
G-9	60,937	62,767	64,648	66,589	69,383	70,643	72,763	74,946	77,193	79,527
G-10	66,423	68,415	70,468	72,581	74,759	77,002	79,312	81,692	84,142	86,685

GROUP: AFSCME Nurses
Effective: July 1, 2007 (Contract Negotiations Pending)

Step	1	2	3	4	5	6	7	8	9	10
G-15	39,149	41,420	42,560	43,876	45,159	47,578	48,940	50,342	51,787	54,371
G-16	49,125	51,975	53,405	55,057	56,667	59,702	61,411	63,170	64,983	68,226

G-1 – Pool Supervisor
G-4 – Administrative Assessor
G-5 – Assistant Youth Director
G-5 – Sanitarian/Health Agent
G-6 – Local Building Inspector
G-6 – Recreation Program Adm
G-6 - Solid Waste Facility Supt
G-7 –Council on Aging Director
G-7 - GIS Analyst
G-8 – IT Manager
G-8 – Youth & Family Serv Director
G-8 – Conservation Administrator
G-8 – Town Planner
G-8 – Town Surveyor
G-9 – Health Director
G-9 – Assistant Assessor
G-9 – Building Commissioner
G-9 - Treasurer/Collector
G-15 – Community Health Nurse
G-16 – Head Nurse

GROUP: SEIU
Effective: July 1, 2006 (Contract Negotiations Pending)

Step	1	2	3	4	5	6	7	8	9	10
C-10	27,629	28,457	29,312	30,190	31,096	32,029	32,989	33,979	34,999	36,049
C-12	29,839	30,735	31,656	32,606	33,584	34,591	35,629	36,698	37,799	38,934
C-13	31,042	31,973	32,933	33,920	34,939	35,987	37,065	38,178	39,324	40,503
C-14	32,292	33,262	34,259	35,287	36,345	37,435	38,559	39,716	40,907	42,134
C-15	33,539	34,544	35,581	36,649	37,748	38,880	40,047	41,249	42,486	43,761
CD	33,254	34,790	36,326	37,861	39,398	40,934	42,470			

C-12 – Senior Clerk
C-13 – Principal Clerk
C-14 – Department Assistant
C-15 – Town Clerk, Assistant
C-15 – Finance Assistant, Treasurer/Collector
C-15 – Finance Assistant, Accounting
C-15 – Finance Assistant, Benefits
C-15 – Finance Assistant, Payroll
CD - JCC Dispatcher

GROUP: TEAMSTERS - WATER
Effective: July 1, 2006 (Contract Negotiations Pending)

Title	Grade	Step 1	Step 2	Step 3	Step 4
Water Craftsman 1	WC1	37,765	39,369	40,739	42,259
Water Craftsman 2	WC2	43,762	45,198	47,075	48,812
Water Craftsman 2/Equip. Operator	WC3	44,308	45,745	47,621	49,358
Working Foreman	WC4	48,096	50,386	52,525	54,665
General Foreman	WC5	50,401	52,812	55,221	57,636

GROUP: TEAMSTERS - HIGHWAY
Effective: July 1, 2006 (Contract Negotiations Pending)

Title	Grade	Step 1	Step 2	Step 3	Step 4
No positions	H-5	17.85	18.38	19.00	19.56
Medium Equipment Operator	H-6	18.38	19.00	19.56	20.29
Heavy Equipment Operator	H-7	19.00	19.56	20.29	20.88
Grader Operator, Special Equip Op	H-8	19.56	20.29	20.88	21.63
No positions	H-9	20.29	20.88	21.63	22.35
Working Foreman, Mechanic/Welder	H-10	20.88	21.63	22.35	23.07
Assistant Chief Operator	H-11	21.62	22.35	23.08	23.88
Master Mechanic/Fleet Maintenance	H-11				
Mechanic/Operator	H-11				
General Foreman	H-11				

GROUP: TEAMSTERS - PARK AND RECREATION
Effective July 1, 2006 (Contract Negotiations Pending)

Title	Grade	Step 1	Step 2	Step 3	Step 4
Groundskeeper 1	P&R - 1	16.65	17.16	17.70	18.34
Groundskeeper 2	P&R - 2	17.16	17.70	18.34	18.94
Groundskeeper 3	P&R - 3	18.94	19.49	20.20	20.85
Working Foreman	P&R - 4	20.20	20.85	21.69	22.27
Master Mechanic	P&R - 6	21.69	22.27	23.03	23.81
General Foreman	P&R - 7	23.17	23.94	24.69	25.46

GROUP: FIRE
Effective: July 1, 2006 (Contract Negotiations Pending)

		Step 1	Step 2	Step 3	Step 4
Deputy/EMT	F-6E				69,311
Captain/EMT	F-5E	56,721	58,614	60,589	62,639
Captain/Non-EMT	F-5	54,710	56,604	58,579	60,631
Lieutenant EMT	F-4E	53,185	54,799	56,790	58,703
Elec./Mech. EMT	F-3E	50,574	52,109	54,002	55,821
Prevention Inspector/EMT	F-2E	49,052	50,645	53,224	54,015
Firefighter/EMT	F-1E	45,950	47,473	49,051	50,683

Note: Contractual adjustments were made to Fire Officers wage scales during FY 07

GROUP: POLICE
Effective: July 1, 2006 (Contract Negotiations Pending)

Step	Minimum	After 1 Year	After 2 Years	After 3 Years
P-1	43,904	46,099	48,404	50,824
P-2	53,365	56,033	58,834	61,776

P-1 - Patrolman P-2 - Sergeant

★★★★★★★★★

You are required to serve this Warrant by posting copies thereof, attested by you, at the Town Building, at the Public Library in Wayland Center, at the Cochituate Fire Station or the Cochituate Post Office, and at the Happy Hollow School, and by mailing or delivering a copy thereof addressed to each residence in the Town fourteen (14) days, at least, before the time appointed for the Annual and Special Town Meeting.

Hereof, fail not and deliver this Warrant with your return thereon to the Town Clerk on or before April 10, 2007.

Given under our hands and seals this 9th day of April, 2007.

Douglas J. Leard

Joseph F. Nolan, Chair

Alan J. Reiss

Michael L. Tichnor

William D. Whitney, Vice Chair

Selectmen of the Town of Wayland

Steven J. Correia

Karl A. Geiger

Cherry C. Karlson, Chair

Robert L. Lentz, Vice Chair

Sam H. Peper

G. Christopher Riley

Richard M. Stack

Finance Committee

VOLUNTEER TO SERVE YOUR TOWN

Vacancies on Town boards, committees and commissions occur from time to time. Most positions are appointed by the Board of Selectmen (see I).

Elected positions are usually filled at the annual April election, but if openings occur mid-term, they are filled by appointment until the next annual election. Registered voters, please indicate your interest in order of preference (see II):

I. Appointed boards, committees and commissions:

- ☐ Cable TV
- ☐ Cochituate State Park Advisory
- ☐ Community Preservation
- ☐ Conservation
- ☐ Council on Aging
- ☐ Cultural Council
- ☐ Dudley Pond Area Planning
- ☐ Fair Housing
- ☐ Finance
- ☐ Historical
- ☐ Historic District
- ☐ Housing Partnership
- ☐ Local Access Corporation
- ☐ MetroWest Open Space
- ☐ MWRA/Weston Aqueduct
- ☐ Nike Site Reuse Advisory
- ☐ Personnel
- ☐ Public Ceremonies
- ☐ Senior Tax Relief
- ☐ Septage Committee
- ☐ Station Two
- ☐ Surface Water Quality
- ☐ Taxation Aid
- ☐ Town Center Committee
- ☐ Wastewater Management
- ☐ Wayland/Sudbury Septage
- ☐ Youth Advisory
- ☐ Zoning Board of Appeals

II. Elected boards, committees and commissions:

- ☐ Assessors
- ☐ Health
- ☐ Housing Authority
- ☐ Library Trustees
- ☐ Park and Recreation
- ☐ Planning
- ☐ Road Commission
- ☐ School
- ☐ Selectmen
- ☐ Trust Funds
- ☐ Water

NAME:_____ADDRESS:_____

HOME TEL:_____WORK TEL:_____

Applications of interest will be kept on file for one year. You will be contacted as relevant vacancies occur.

Return this completed form to:

Town Administrator
Town of Wayland
41 Cochituate Road
Wayland MA 01778

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Board of Selectmen
Town of Wayland
41 Cochituate Road
Wayland MA 01778

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